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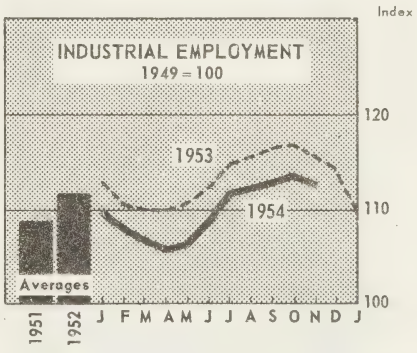
CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

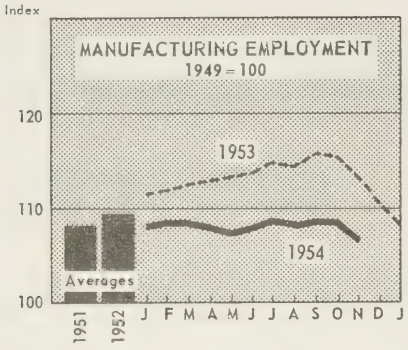
THE usual decrease in employment occurred during December but at a much slower rate than last winter, with the result that more people held jobs than a year earlier in both agricultural and non-agricultural activities. The civilian labour force showed a correspondingly large increase, so that unemployment continued above the comparable 1953 levels. The rate of hiring in some of the heavy manufacturing industries showed a continued upward trend. The strike of automobile workers caused some new lay-offs and prolonged others in related industries.

Employment conditions in most parts of the country were dominated by seasonal influences during December. In the early part of the month, workers were still being released in agriculture and by the week of December 11 the number of agricultural job holders was 130,000 below the October peak. In the last half of the month, construction employment declined sharply because of the weather and retail trade passed its peak. Smaller seasonal reductions took place in transportation, food and beverages, wood products and clothing. The result was that at January 1, 1955, of 109 areas surveyed monthly, 34 were in the category of substantial labour surplus compared with nine at December 1, 1954 and 36 at January 1, 1954.



In the week ending December 11, 1954, a total of 5,167,000 persons held jobs, 36,000 fewer than in November. It is notable

A Monthly *Labour Gazette* Feature

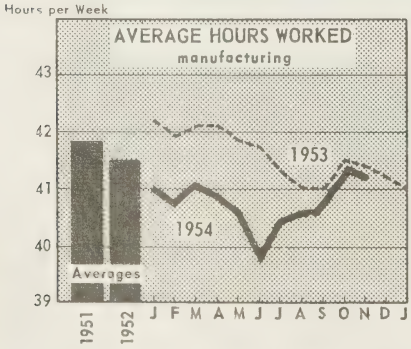


that all of the employment decline occurred in agriculture while there was actually a slight gain in non-agricultural activities. The significance of this becomes clearer when comparisons are made with earlier years. In 1953 the number of persons with non-agricultural jobs dropped during the same period by more than 50,000 and in 1952 by almost 15,000.

Reports from many parts of the country suggest that the sustained level of non-agricultural employment was attributable, in part at least, to a heavy volume of housing construction. This is supported by preliminary figures showing that the number of residential units begun in the larger centres during December was substantially higher than in December 1953. The total number of units begun during the first 11 months of 1954 was nine per cent greater than in 1953 and the number under construction at the end of November was eight per cent greater.

Employment in manufacturing continued below year-earlier levels, although the difference was smaller than last fall if allowances are made for the direct and indirect effects of the Ford strike. Hiring activity has strengthened recently in many of the industries that experienced sharp production and employment declines earlier in the year. The most striking recovery took place in motor vehicle parts firms, which showed an employment gain of about 15 per cent in the period September-November, despite the retarding effect of the Ford strike. Employment has also shown steady gains in the textile industry.

Weekly hours continued the upward trend that began last summer. At the beginning of November, the average work week in mining showed a gain of one-half hour from the previous month. In manufacturing the work week was 41.2 hours, down seasonally from October but up 1.4 hours from the 1954 low point. Earnings also resumed an upward trend in recent months after dropping more than usual during the summer. Average hourly earnings dropped from 142.2 cents in June to 139.5 cents in October but rose again to 140.4 in November. The figure in November 1953 was 137.4 cents.



The latest estimates indicate that employment in Canada was once again higher than a year earlier but that this increase was exceeded by the growth in labour force. Consequently, unemployment continued above the 1953 level, although the margin was smaller than in earlier months. The higher level of unemployment in 1954 was accompanied by an increase in the

duration of unemployment, as indicated in the accompanying table, which shows the percentage distribution of persons without jobs according to the length of time they have been seeking work. The significant feature of the table is that the proportion of those seeking work for more than three months was, on the average, 28 per cent in the last half of 1954, compared with 18 per cent in 1953.

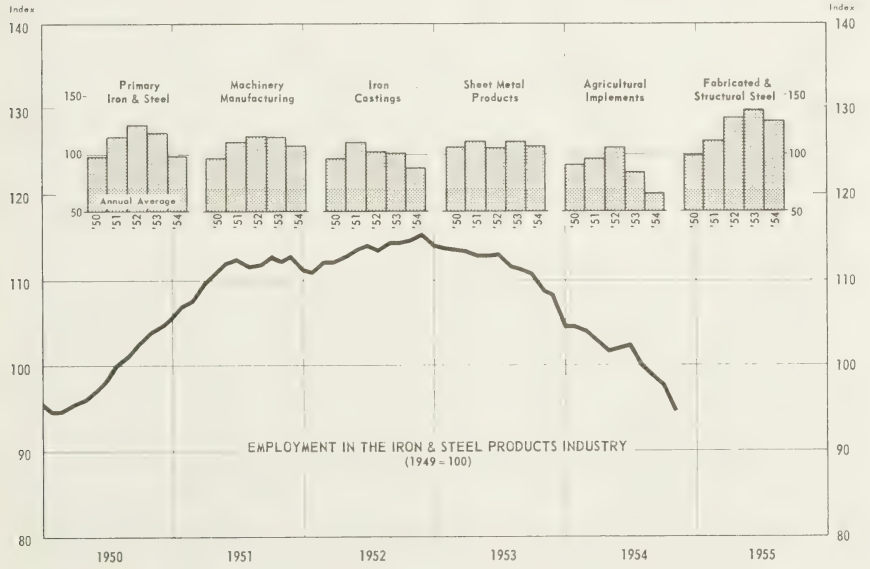
Length of Time Seeking Work

Duration (months)	July-December 1954 per cent	Average 1953 per cent
Less than 1	36	45
1–3	36	37
More than 3	28	18
	100	100

Iron and Steel Products Industry

During the past five years, levels of activity in the iron and steel products industry have shown wide variations. A rising trend that began early in 1950 continued through 1951 and 1952 and was followed by a fairly steady decline in 1953 and 1954. The resulting movement in employment (see accompanying chart) has been of the amplitude of about 20 per cent.

The major factor initiating the rising trend during the summer of 1950 was the beginning of the defence preparedness program after the outbreak of war in Korea. Substantially increased government expenditures for the procurement of military equipment and supplies placed greatly increased demands upon all sectors of the iron and steel industry. Demands for military hard goods meant increased requirements of primary iron and steel shapes and fabrication. Production for defence, together with sustained civilian demand, necessitated wide-spread conversion and expansion of plant capacity, which in turn required substantial order



Distribution of employment among major sectors: machinery manufacturing, 21%; primary iron and steel, 19%; iron castings, 11%; sheet metal products, 11%; agricultural implements, 6%; fabricated and structural steel, 5%.

placements for structural forms and new machinery and equipment. Simultaneously with the increase in defence manufacturing, and related to its material requirements, capital expenditure directed towards resource development expanded markedly. The aluminium development at Kitimat and iron ore development in Labrador were two of the major projects. These, together with sizeable developments in most other resource fields, including hydro-electric power, had a broad stimulating affect upon all sectors of the iron and steel industry.

The peak of the upward production and employment trend in most divisions of the industry was reached towards the end of 1952. Throughout the first half of 1953 the decline was gradual; but during the latter months of the year it was sharp. The decline stemmed, in part, from the fact that demands for expanded facilities for defence production were being met and that actual procurement programs were being completed. However, in addition to the decreased demand for producer durable goods, some weakening in demand for consumer durables also became evident in 1953. Downward production and employment trends, particularly in the automotive and household appliance industry, contributed substantially to the curtailment. Although total capital expenditure increased during 1953, there was a significant shift away from machinery and equipment and towards commercial, institutional and residential construction.

The trends established during 1953 continued during 1954 with only minor changes. Capital expenditure still favoured construction, particularly residential building, as against new machinery and equipment. The downward trend in consumer durables persisted during the first half of the year, although some strengthening in demand for household appliances was evident during later months. Correspondingly, the employment trend continued the downward movement of 1953 and by November 1, 1954, the decline from the 1952 peak was 18 per cent or approximately 30,000 workers.

During the last quarter of the year, however, the underlying employment trend was obscured because of sizeable strikes both in the iron and steel industries and in major steel-using industries. How much of the 18 per cent decline in employment can be attributed to the effects of these strikes is difficult to ascertain. A rough estimate indicates that perhaps between 5,000 and 10,000 of the decrease in employment can be attributed directly and indirectly to strike action.

More than four-fifths of the iron and steel industry is located in Ontario and Quebec; a further four or five per cent is in Nova Scotia. Consequently, the effects of employment fluctuations in the industry during the past two years have been limited to these provinces. Since the 1952 peak, employment in the industry declined by 19,400 in Ontario, by 9,900 in Quebec and by 1,700 in Nova Scotia (chiefly Sydney). The effects of reduced production and employment have been most marked in such centers as Sault Ste. Marie, Welland, Brantford, Hamilton, Guelph and Sydney where the iron and steel industry is either a major or the sole source of employment. However, even in the metropolitan centers of Toronto and Montreal, where there is a great diversity of industrial activity, the reduction in iron and steel production has contributed to increased levels of unemployment and short-time employment.

Labour-Management Relations

WAGE increases of about five cents continued to be fairly frequent among recent collective bargaining settlements. Improvements in such fringe benefits as vacations, statutory holidays and pension plans were also common. Many of the new agreements are for two-year terms.

At mid-January, negotiations were under way in an attempt to end the strike of employees of the Ford Motor Co. of Canada, Limited. No agreement had been reached covering employees of the Chrysler Corporation of Canada, pending the outcome of the Ford dispute. In several other industries, including primary textiles and non-ferrous metal mining, important negotiations were under way. Agreements were reached covering major firms engaged in the manufacture of steel and steel products, aircraft, non-ferrous metal products, and in mining.

Current Bargaining

Automobiles – It is now approximately a year since bargaining first got under way between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers (CIO-CCL). Employees of the company at Windsor and Oakville have been on strike for more than three months and at Etobicoke since November 15, 1954.

Primary Textiles – No settlement had been reported at the time of writing in the contract dispute between the Dominion Textile Company Limited and the National Federation of Textile Workers (CCCL) representing employees at a number of plants in Quebec. The union's demands had previously been rejected by a conciliation board (L.G., Dec. 1954, p. 1663).

Differences over non-wage items between the Hamilton Cotton Company, Limited, Dundas Cotton Mill and Trent Cotton Company Limited, and three locals of the Textile Workers Union of America (CIO-CCL) remained unsettled at the middle of January. In a report published recently, a board of conciliation recommended minor changes to seniority, overtime and insurance provisions in the agreement. Further negotiations were scheduled between the parties.

Gold and Base Metal Mining – Extensive collective bargaining will not get under way until late spring in most of the gold and base metal mining industry. However, bargaining is scheduled to start soon in a number of mines in Northern Ontario and Quebec in which workers are represented by the United Steelworkers of America (CIO-CCL). Negotiations at Noranda Mines Limited are in progress. Union demands are reported to include the check-off of union dues, a wage increase, reduced hours and improved fringe benefits. Bargaining over similar issues in 1953 resulted in prolonged strikes which extended into 1954.

Recent Settlements

Steel – An agreement was reached early in January between the United Steelworkers of America (CIO-CCL) and Dominion Iron and Steel Limited at Sydney, N.S. Some 3,400 workers affected by the new agreement will

receive a wage increase of five cents an hour. The same amount of increase was agreed upon by the union and the other two main basic steel producers in Canada in 1954 (L.G., Sept. 1954, p. 1215).

Bargaining has also been in progress for several weeks between the same union at a number of steel fabricating plants of the Steel Co. of Canada, Limited, at various points in Ontario and Quebec and at the Dominion Steel and Coal Corporation, Limited, at Trenton, N.S. An agreement, covering the Trenton plant, that provides for a 5-cent-an-hour wage increase and other benefits was reported to have been reached recently.

Aircraft and Parts – A new collective agreement was reached recently between the International Association of Machinists (AFL-TLC) and Canadair Limited, Montreal. Under the two-year agreement, hourly paid workers received a general wage increase of five cents per hour, increased vacations and other benefits. The contract at the other major aircraft plant, A.V. Roe, Canada Limited, Malton, Ont., does not terminate until April.

Aluminum – Two-year agreements have been reached between the Aluminum Co. of Canada, Limited, and unions representing employees at Arvida and Kingston. The agreement for Arvida, where employees are represented by the National Metal Trades Federation (CCCL), provides a wage increase of six cents for non-tradesmen and eight cents for tradesmen plus other benefits. A further increase of two and three cents for each class of workers respectively will become effective next year. At its Kingston works, the company renewed separate agreements with the United Steelworkers of America (CIO-CCL) and the International Association of Machinists (AFL-TLC). Wage rates under both contracts were increased by two cents per hour (three cents for certain classes of employees in the machinists' agreement) and fringe benefits were improved. In all three contracts, the company agreed to contribute two cents per hour to a proposed health plan.

Mining – Three asbestos mining companies and the National Federation of Mining Industry Employees, Inc. (CCCL) reached one-year agreements covering mine workers in the Thetford Mines region of Quebec. Under the terms of the new agreements, employees of the Asbestos Corporation, Limited, the Johnson's Company Ltd., and the Flintkote Mines Limited receive wage increases, a company-financed pension plan, improved vacation provisions and adjustments in night shift differentials.

An agreement was reached recently between the United Steelworkers of America (CIO-CCL) and the Steep Rock Iron Mines, Limited, at Atikokan, Ont. The two-year agreement provides for the reduction of the regular work week from 44 to 40 hours for the 800 employees covered.

Other Recent Settlements – A new agreement was reached between the Montreal Locomotive Works, Limited, at Montreal and the United Steelworkers of America (CIO-CCL). Terms of settlement were reported to include a wage increase of five cents an hour, improvements in vacation and welfare plans and other fringe benefits.

The International Longshoremen's Association (TLC) at Saint John and Halifax recently concluded new agreements with the Shipping Federation of Canada. Terms of settlement provide an increase of three cents per hour in wage rates and increased employer contributions to the pension and welfare plans.

An agreement was reached between the American Can Company and the Can Workers' Federal Union (TLC). The master agreement applies to plant employees at Montreal, Hamilton, Simcoe and Chatham. Wage rates were increased by five cents an hour and pension, insurance and holiday provisions were improved under the one-year agreement.

Although bargaining in the construction industry will not become widespread until April and May, two important agreements were signed during January. A conciliation board recommended a wage increase of ten cents per hour for electricians in Montreal, represented by the International Brotherhood of Electrical Workers (AFL-TLC) and the National Syndicate of Electricians (CCCL). The increase brought the electricians' rate to $2.00 per hour. Both parties to the dispute had agreed beforehand to accept the board's report. The Lakehead Builders' Exchange and the United Brotherhood of Carpenters and Joiners of America signed a two-year agreement covering carpenters in the Fort William - Port Arthur area. The agreement becomes effective April 1 and provides a wage increase of five cents an hour. A further increase may be made during the life of the agreement, depending on changes in the consumer price index.

Two recent agreements covering office workers include salary increases of six and seven per cent. At the International Harvester Co. of Canada, Limited, Hamilton, salaried workers received increases totalling six per cent under a new agreement negotiated by the United Steelworkers of America (CIO-CCL). In Windsor, a group of civic employees in various city departments, represented by the Windsor Municipal Office Employees, Federal Union No. 543 (TLC), signed a first collective agreement with the city. A general increase of seven per cent in salaries was provided.

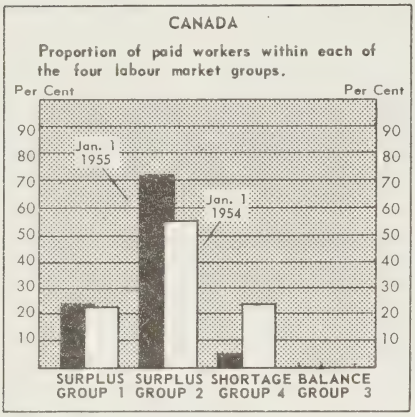
Work Stoppages

Preliminary figures for the year 1954 indicate little change over 1953 in the frequency and length of work stoppages in Canada. Totals for both years are as follows:

Year	Number of Stoppages	Number of Workers Involved	Time-loss in Man-days	Time-loss as Per Cent of Total Working Time
1953	174	55,988	1,324,715	0.13
1954	168	61,477	1,472,160	0.15

For December 1954, preliminary figures show 16 work stoppages affecting 12,169 workers with a time-loss of 240,841 man-days. This compares with 23 work stoppages involving 20,628 workers with a time-loss of 326,460 man-days during November 1954 and with 29 stoppages involving 11,275 workers and a time-loss of 265,265 man-days during December 1953.

Manpower Situation in Local Areas



VIRTUALLY all local areas experienced the usual increase in unemployment in the latter part of December as the country entered the months of seasonal slackness in economic activity. In many outlying areas, the completion of outdoor farm work and the mid-winter pause in woods operations were the main sources of increasing unemployment. An important contributing factor in industrial areas was the temporary lay-off of workers in many firms to permit year-end stocktaking. All areas were affected by the post-Christmas drop in retail trade and the weather-enforced decline in construction, lake shipping and rail transportation.

Forty-nine of the 109 areas covered in the monthly survey of local labour markets were reclassified into categories designating a greater labour supply. Of these, 24 areas moved from a generally balanced demand and supply situation to one of moderate labour surpluses and 25 moved from the moderate surplus to the substantial labour surplus category. As a result, all but eight areas were in the surplus categories at January 1, 1955. The eight areas in balance represented five per cent of all paid workers in Canada. This compares with 32 areas, representing about 28 per cent of paid workers, at the beginning of December and 19 areas, representing 23 per cent of paid workers, at the beginning of January 1954.

The regional year-to-year comparison of labour conditions has changed little during the past three months. Labour surplus areas are less numerous than last year in the Atlantic region and more numerous in the Ontario and Prairie regions. In the remaining regions, the number of areas in each category was about the same as a year earlier.

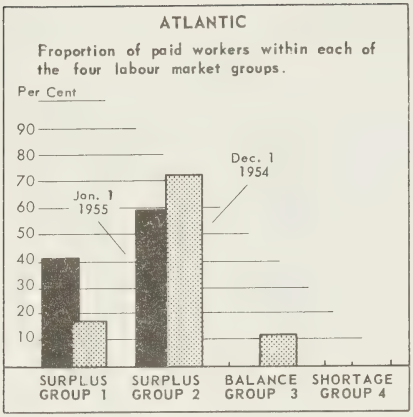
Labour Market Area	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954
Metropolitan	4	3	6	6	1	2	–	–
Major Industrial	8	10	18	16	1	1	–	–
Major Agricultural	1	1	11	8	2	5	–	–
Minor	21	22	32	24	4	11	–	–
Total	34	36	67	54	8	19	–	–

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, January 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC – LEVIS ← ST. JOHN'S ← VANCOUVER – NEW WESTMINSTER ← Windsor	Calgary Edmonton Hamilton Montreal TORONTO ← Winnipeg	Ottawa – Hull	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	CORNWALL ← FORT WILLIAM – PORT ARTHUR ← Farnham – Granby Moncton New Glasgow SARNIA ← SHAWINIGAN FALLS ← Trois Rivieres	Brantford Corner Brook Guelph Halifax Joliette KITCHENER ← Lac St. Jean London Niagara Peninsula Oshawa Peterborough Rouyn – Val d'Or Saint John Sherbrooke SUDBURY ← Sydney Timmins – Kirkland Lake Victoria	Kingston	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	RIVIERE DU LOUP ←	BRANDON ← Chatham Charlottetown LETHBRIDGE ← MOOSE JAW ← NORTH BATTLEFORD ← Prince Albert REGINA ← SASKATOON ← Thetford – Megantic – St. Georges YORKTON ←	Barrie Red Deer	
MINOR AREAS (labour force 10,000 – 25,000)	BATHURST ← BRACEBRIDGE ← CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← CHILLIWACK ← DRUMMONDVILLE ← GASPE ← MONTMAGNY ← Newcastle OKANAGAN VALLEY ← OWEN SOUND ← Prince George RIMOUSKI ← Sault Ste. Marie SOREL ← STE. AGATHE – ST. JEROME ← ST. HYACINTHE ← St. Stephen SUMMERSIDE ← VALLEYFIELD ← YARMOUTH ←	Beauharnois Belleville – Trenton BRIDGEWATER ← CRANBROOK ← Dauphin EDMUNDSTON ← Fredericton Galt GODERICH ← GRAND FALLS ← KAMLOOPS ← KENTVILLE ← Lachute – Ste. Therese Lindsay Medicine Hat North Bay Pembroke Portage la Prairie Prince Rupert QUEBEC NORTH SHORE ← SIMCOE ← St. Jean STRATFORD ← St. Thomas SWIFT CURRENT ← Trail – Nelson Truro Victoriaville WALKERTON ← WEYBURN ← Woodstock, N.B. WOODSTOCK – INGERSOLL ←	Brampton Dawson Creek Drumheller Listowel	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



REDUCTIONS in employment in the Atlantic region increased during December as seasonal activities such as construction, sawmilling and fish processing approached their low point. Lay-offs also occurred at the Sydney steel plant during December, bringing the total number of workers released at the plant during the last two months to 280. Some slackening was evident, too, in clothing and ship repair work in the region. These decreases were partially offset by hiring of staff for the Christmas trade and by increased activity along the waterfront following the official opening of the winter port. In the three weeks ending December 11, the number of persons with jobs was estimated to have decreased by 7,000 to a total of 484,000, a figure 25,000 higher than a year earlier.

Total employment was at a higher level during December 1954 than 1953, largely because of an increase in the number of persons working in agriculture. Another contributing factor was the heavier volume of woods activity in 1954, which absorbed many of the workers released from other seasonal activities. Demand for loggers was particularly strong in New Brunswick this season as a result of an extensive clearing program at the Gagetown army camp and of firmer demands for rough pulp.

The general level of manufacturing employment was somewhat lower than a year earlier, although employment trends varied considerably in different industries. Employment levels in the transportation equipment and iron and steel industries were sharply below the preceding year's levels. On the other hand, food and beverages and pulp and paper continued to employ more workers during December than a year earlier.

Seasonal reductions in labour requirements resulted in the reclassification of nine areas during the month—four from the balanced to the moderate labour surplus category and five from the moderate to the substantial labour surplus category. Of the 21 areas in the region, 12 were in the moderate and nine were in the substantial surplus category at the beginning of January. At January 1, 1954, seven were in the moderate, and 14 were in the substantial surplus category.

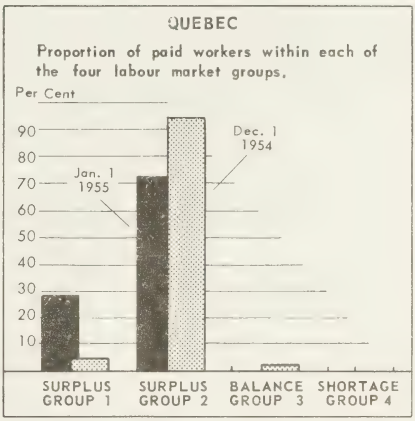
Local Area Developments

St. John's (metropolitan). Reclassified from Group 2 to Group 1. Much of the increase in unemployment was the result of seasonal lay-offs in construction, logging and fish processing plants. Also augmenting the available labour supply was a non-seasonal lay-off during the month at the Bell Island iron ore mines; about 500 workers were released for approximately three months. Total industrial employment in the area was about equal to last year's.

Bathurst, Campbellton, Summerside and **Yarmouth** (minor). Reclassified from Group 2 to Group 1.

Bridgewater, Edmundston, Grand Falls and **Kentville** (minor). Reclassified from Group 3 to Group 2.

QUEBEC



THE usual seasonal decline in employment in Quebec during December was partially offset by the relatively large amount of residential construction still in progress in the region. Woods operations were also unusually active during December. The log cut was larger than in the previous year and hauling was proceeding without delay because of ideal snow conditions. On the other hand, manufacturing employment, which was substantially lower than in 1953, showed the usual seasonal slackening during the month. The number of persons with jobs totalled 1,460,000 at December 11, a decrease of 19,000 from November 20. This compared with a decline of 25,000 in the same period in 1953.

Workers were being rehired in the aircraft industry during December but employment had not yet increased in the railway rolling stock and various iron and steel industries and further lay-offs occurred in the shipbuilding industry. Reflecting this, the number of unemployed metalworkers was much larger than a year earlier.

Seasonal declines in activity during December resulted in the reclassification of 12 of the 24 labour market areas in Quebec. Eleven shifted from the moderate to the substantial labour surplus category and one from balanced to moderate surplus category. At January 1, 1955, 13 areas were in the substantial and 11 in the moderate surplus category, compared with 14 and 10 respectively a year before.

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Construction employment held up better than in December 1953 but most outdoor activities decreased as usual during the month. Manufacturing employment remained virtually unchanged, except for customary lay-offs at the year-end for inventory-taking and machinery repair. Unemployment was about equal to that of a year earlier.

Quebec-Levis (metropolitan). Reclassified from Group 2 to Group 1. Closure of the Levis shipyards for an extended Christmas-New Year vacation increased seasonal surpluses of labour during December. Construction activities exceeded those of the preceding year.

Shawinigan Falls (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased seasonally during the month. Activities in the non-seasonal chemical industry continued at a high level but the textile industry was still operating below capacity.

Rivière du Loup (major agricultural). Reclassified from Group 2 to Group1.

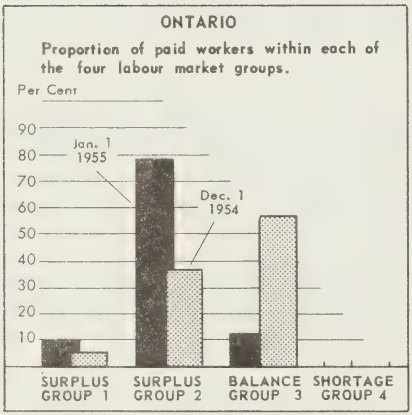
St. Hyacinthe (minor). Reclassified from Group 2 to Group 1. Short-time and reductions in employment continued in the textile and clothing industries in the area. Some temporary lay-offs took place in December in manufacturing plants to permit inventory-taking and repairs to equipment.

Sorel (minor). Reclassified from Group 2 to Group 1. Shipbuilding and munitions manufacturing have been decreasing in the past year as the result of the reduction in defence orders. Activity in the textiles industry also has been slack for some time.

Drummondville, Gaspé, Montmagny, Rimouski, Ste. Agathe-St. Jérôme and **Valleyfield** (minor). Reclassified from Group 2 to Group 1.

Quebec North Shore (minor). Reclassified from Group 3 to Group 2.

ONTARIO



EMPLOYMENT changed very little in Ontario during the early part of December. The usual seasonal declines in outdoor activities were approximately balanced by slight increases in some of the consumer goods manufacturing industries and extra hiring for the Christmas trade. The total number of persons with jobs at the middle of December, 1,908,000, was virtually unchanged from the 1,910,000 at November 20. During the same period a year earlier the number with jobs declined by about 17,000 to 1,899,000. Unemployment continued at levels higher than a year earlier since the labour force expanded more rapidly during the past year than did job opportunities.

Seasonal employment declines in construction and lake shipping were accelerated by cold weather and heavy snows during the latter part of December and the completion of the log cut in some areas resulted in temporary lay-offs until hauling operations begin. On the other hand, employment in most of the consumer goods manufacturing industries remained firm during the month. Employment increased in some agricultural implement plants and in the motor vehicle and parts plants not affected by the Ford strike. Year-end closures for stock-taking and inventory adjustments occurred in a few plants but these affected fewer workers and were of shorter duration than in 1953.

Gradual seasonal increases in unemployment resulted in the reclassification of eight areas from the balanced to the moderate surplus category and four from the moderate to the substantial surplus category. At the beginning of January, five of the 34 areas in the region were still in the balanced labour market category, 23 were in the moderate and six in substantial surplus category, compared with 11 in balance, 20 in the moderate and three in the substantial surplus category a year earlier.

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Seasonal declines in outdoor activities together with year-end plant closures brought the area near the substantial surplus category by the beginning of January. The seasonal upturn in unemployment started a little later this winter than last and is not expected to be as severe.

Ottawa - Hull (metropolitan). Remained in Group 3. Although construction was continuing at higher levels than a year earlier, employment in the industry gradually declined during December.

Toronto (metropolitan). Reclassified from Group 3 to Group 2. The gradual seasonal increase in registrations for employment continued in most occupational groups, particularly in construction. The outlook for the heavy industries showed some improvement following the settlement of the Massey-Harris-Ferguson strike at the end of November.

Windsor (metropolitan). Remained in Group 1. Little improvement can be expected in the employment situation in this area until settlement of the Ford strike.

Cornwall and **Sarnia** (major industrial). Reclassified from Group 2 to Group 1.

Kitchener and **Sudbury** (major industrial). Reclassified from Group 3 to Group 2.

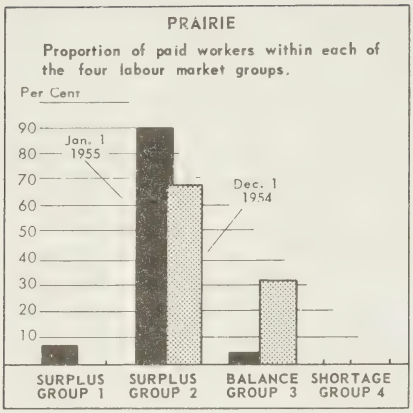
Bracebridge and **Owen Sound** (minor). Reclassified from Group 2 to Group 1.

Goderich, Simcoe, Stratford, Walkerton, and **Woodstock - Ingersoll** (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

LABOUR requirements continued to decline in the Prairie region in December. The construction, agriculture, transport, lake shipping, coal mining and some manufacturing industries released a substantial number of workers for seasonal and other reasons during the month. By mid-December the number of persons with jobs totalled 897,000, a figure 9,000 lower than at November 20 but still about 16,000 higher than a year earlier.

Mainly responsible for the year-to-year increase in employment was the strength of construction and allied industries. A slower decline than usual occurred in these activities during the month owing to continuing mild weather. Residential construction was particularly active for the season since the volume of work undertaken in the last half of 1954 was larger than in the same period in 1953.



Ten areas were reclassified during the month—nine from the balanced to moderate labour surplus category and one from the moderate to the substantial surplus category. Of the 20 areas in the region, three were in balance, 16 were in the moderate and one was in the substantial surplus category at the beginning of January. At January 1, 1954, 12 areas were in the moderate surplus category, and eight were in balance.

Local Area Developments

Edmonton (metropolitan). Remained in Group 2. Seasonal reductions in employment accelerated during December. These decreases were confined to outdoor activities and were partially offset by hirings in retail stores for the Christmas trade. Total industrial employment at the beginning of November was about four per cent higher than in the same month in 1953. All industries recorded year-to-year increases but the greatest strength was in construction.

Winnipeg (metropolitan). Remained in Group 2. A considerable increase in unemployment occurred in the area, owing to temporary lay-offs in a number of manufacturing plants and a relatively large influx of workers from outside points.

Calgary (metropolitan). Remained in Group 3. With the exception of the construction industry, employment levels changed very little during the month. All segments of construction were releasing workers, although the residential and commercial sectors were more active than a year ago.

Fort William - Port Arthur (major industrial). Reclassified from Group 2 to Group 1. Stevedores, seamen, loggers and construction workers accounted for most of the increase in unemployment.

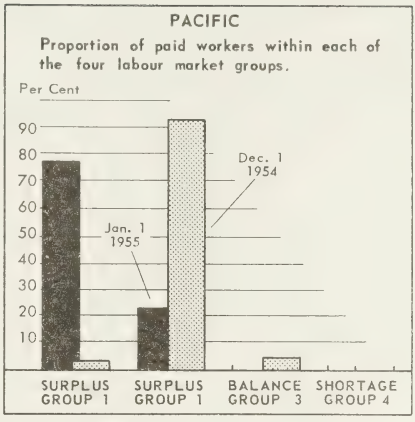
Brandon, Lethbridge, Moose Jaw, North Battleford, Regina, Saskatoon, and **Yorkton** (major agricultural). Reclassified from Group 3 to Group 2.

Swift Current and **Weyburn** (minor). Reclassified from Group 3 to Group 2.

PACIFIC

EMPLOYMENT in the Pacific region followed the usual seasonal pattern in December but the logging and lumbering industries were significantly busier than a year earlier, when they were affected by strikes. The estimated number of persons in the region with jobs was 419,000 in the week of December 11, virtually unchanged from November but about 14,000 higher than the figure for December 1953. Manufacturing employment showed a further decrease, mainly because of the curtailment of activity in seasonal industries. Construction declined sharply throughout the region, work being confined almost entirely to small and medium-

sized projects. On the other hand, retail trade outlets, with a greater volume of sales than last year, provided a considerable number of temporary jobs.



During the month, six labour market areas were reclassified—four (including Vancouver-New Westminster) from the moderate to the substantial labour surplus category and two from the balanced to the moderate labour surplus category. At the beginning of January 1955, five of the ten labour market areas in the region had a moderate and five had a substantial labour surplus, each being in the same classification as at January 1, 1954.

Local Area Developments

Vancouver - New Westminster (metropolitan). Reclassified from Group 2 to Group 1. In a number of outyling districts logging operations were closed shortly after the middle of the month, with a resulting influx of workers into the metropolitan area. Because of the continued strong demand for lumber, sawmills closed for only a minimum period during the holiday season. Other manufacturing industries and construction experienced customary year-end employment declines.

Chilliwack (minor). Reclassified from Group 2 to Group 1. The logging industry was busy before the holiday closure but heavy snowfalls late in December impeded the resumption of operations. Lumber markets were strong but low log inventories were expected to force some sawmills to close within a short time.

Central Vancouver Island (minor). Reclassified from Group 2 to Group 1. Increasing unemployment resulted mainly from a seasonal decrease in logging and construction, although both of these industries were more active than a year earlier. Plywood and pulp and paper mills were working at capacity levels.

Cranbrook (minor). Reclassified from Group 3 to Group 2. Some logging camps were able to resume operations during the month because colder weather resulted in improved conditions in the woods. Sawmills were able to increase production, although they were still hampered by log shortages and, in some cases, by insufficient orders.

Kamloops (minor). Reclassified from Group 3 to Group 2. The usual increase in surplus labour occurred during December as a result of the closure of small lumbering operations for the winter. Construction and other activities in the area were at normal levels for the time of year.

Okanagan Valley (minor). Reclassified from Group 2 to Group 1. Most fruit canneries completed their pack and closed for the season. Logging, sawmilling and construction employment declined slightly.

Current Labour Statistics

(Latest available statistics as of January 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Dec. 11	5,414,000	− 0.1	+ 2.0
Persons with jobs	Dec. 11	5,167,000	− 0.7	+ 1.0
At work 35 hours or more	Dec. 11	4,614,000	− 2.8	+ 0.8
At work less than 35 hours	Dec. 11	448,000	+29.5	+ 5.4
On short time	Dec. 11	42,000	+ 7.7	−19.2
Usually work less than 35 hours	Dec. 11	218,000	+ 5.3	+16.6
Other reasons	Dec. 11	188,000	+88.0	+ 1.1
With jobs but not at work	Dec. 11	105,000	− 4.6	− 7.9
Laid off full week	Dec. 11	16,000	+45.5	−36.0
Other reasons	Dec. 11	89,000	−10.1	0.0
Paid workers	Dec. 11	3,954,000	− 0.5	+ 0.9
In agriculture	Dec. 11	105,000	− 6.3	+14.1
Non-agricultural	Dec. 11	3,849,000	− 0.3	+ 0.6
Persons without jobs and seeking work	Dec. 11	247,000	+15.4	+29.3
Registered for work, NES (b)				
Atlantic	Dec. 23	49,574	+57.9	− 8.3
Quebec	Dec. 23	130,996	+53.6	− 3.5
Ontario	Dec. 23	135,791	+26.3	+26.9
Prairie	Dec. 23	61,784	+57.1	+14.9
Pacific	Dec. 23	51,329	+46.4	− 2.9
Total, all regions	Dec. 23	429,474	+43.8	+ 6.5
Ordinary claims for Unemployment Insurance benefit	Dec. 1	274,462	+31.3	+15.1
Amount of benefit payments	Nov.	$14,020,255	+19.0	+37.8
Industrial employment (1949=100)	Nov. 1	112.5	− 0.8	− 2.9
Manufacturing employment (1949=100)	Nov. 1	106.3	− 1.7	− 6.0
Immigration	Nov.	8,664	−23.0	− 6.9(c)
Industrial Relations				
Strikes and lockouts—days lost	Dec.	240,841	—	+11.1(c)
No. of workers involved	Dec.	12,169	—	+ 9.8(c)
No. of strikes	Dec.	16	—	− 3.5(c)
Earnings and Income				
Average weekly wages and salaries	Nov. 1	$59.80	+ 0.9	+ 2.9
Average hourly earnings (mfg.)	Nov. 1	$1.40	+ 0.5	+ 2.2
Average hours worked per week (mfg.)	Nov. 1	41.2	− 0.3	− 0.5
Average weekly earnings (mfg.)	Nov. 1	$57.84	+ 0.2	+ 1.7
Consumer price index (av. 1949=100)	Dec. 1	116.6	− 0.2	+ 0.7
Real weekly earnings (mfg. av. 1949=100)	Nov. 1	118.8	+ 0.3	+ 1.2
Total labour income $000,000	Oct.	1,036	+ 0.6	+ 2.4
Industrial Production				
Total (average 1935-39=100)	Oct.	256.4	+ 1.0	+ 0.7
Manufacturing	Oct.	258.5	+ 0.7	− 3.6
Durables	Oct.	296.1	+ 1.6	− 8.7
Non-Durables	Oct.	234.5	− 0.1	+ 0.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

October Production Index Bests 1953 for 1st Time

Canada's composite index number of industrial production for October, according to preliminary figures, stood at 256·4, exceeding for the first time in 1954 the corresponding 1953 index, which stood at 254·5.

October's index was also the highest since the September 1953 figure of 257·1. For September 1954 the figure was 254·0.

In the January-October period, the index averaged 244·3, slightly more than 2 per cent below the same period in 1953.

The manufacturing component of the October index, at 258·5, was still nearly 4 per cent below the 268·2 for October 1953 but the index of mineral production advanced by almost 22 per cent to 243·7. The index of non-durable manufactures, at 234·5, was about 1 per cent higher than the 232·5 for October 1953 but the composite index for the durable manufactures group, at 296·1, was nearly 9 per cent below the figure for October 1953.

In the 10-month period the manufacturing output index dropped by almost 5 per cent, with the durables component declining by more than 8 per cent and the volume of non-durable manufactures falling off by 1 per cent.

Earnings, Employment, Payrolls All Up in Oct.

Hourly and weekly averages of earnings in manufacturing, industrial employment, payrolls and labour income were all higher at October 1 than a month earlier. Average weekly wages and salaries reached a new high at the beginning of October.

The work-week, too, showed an increase: in the week ending October 1 it averaged 41·3 hours compared with 40·9 in the week of September 1.

Industrial employment, payrolls, and the work-week, however, were below the October 1953 figures.

According to the Dominion Bureau of Statistics, the Canada average of weekly wages at October 1, 1954, was $57.70, compared with $57.06 a month earlier and $56.69 a year earlier. Hourly earnings at October 1, 1954, averaged 139·7 cents compared with 139·5 a month earlier and 136·6 a year earlier.

The all-Canada index of industrial employment, on the 1949 base, stood at 113·3 at the beginning of October, compared with 112·9 a month earlier and 116·9 at the same date in 1953.

The payrolls index was 157·0, compared with 155·5 at the beginning of September 1954 and 158·7 at the beginning of October 1953.

Weekly wages and salaries averaged $59.26, compared with $58.93 at September 1, 1954, and $58.11 at October 1, 1953.

Canadian labour income in the first nine months of 1954 aggregated $8,821,000,000, a total of 1·8 per cent higher than the $8,665,000,000 for the same period of 1953. September's total in 1954 was $1,030,000,000 —the fourth successive month to exceed $1,000,000,000—compared with $1,014,000,000 in both August 1954 and September 1953.

Farm Cash Income Lower By 13% for Nine Months

Cash income received by Canadian farmers in the first nine months of 1954 was 13 per cent less than in the same period of 1953.

From the sale of farm products and from participation payments made during the period on 1953 western wheat crops farmers received an estimated $1,686,100,000; in the same period in 1953 they received $1,937,717,000. (Newfoundland is not included in this compilation.)

TLC Committee to Study Guaranteed Wage Plans

Acting on a resolution adopted at its 69th annual convention in Regina last August (L.G., Sept. 1954, p. 1260), the Trades and Labour Congress of Canada at the latest meeting of its executive council appointed a special committee to make a study of guaranteed annual wage plans. The committee will report its findings to the 1955 convention at Windsor.

Appointed to the committee were TLC Vice-presidents George Schollie and William Jenoves, and Bernard Shane, Montreal; Robert Brown, Toronto; S. A. Stephens, Thorold; and Hugh J. Sedgwick, Hamilton. Mr. Schollie will be committee chairman.

Average Citizen's Income Will Rise in '55—Howe

Canada's export markets should improve and the average citizen will have more money to spend this year, Trade and Commerce Minister the Rt. Hon. C. D. Howe said in a year-end review of the economy released December 26. Mr. Howe said that the present "firm trend" of production and trade will "in all probability" provide an important stimulus for the Canadian economy.

Export Markets

As far as export markets are concerned, Mr. Howe said that "the signs are now reasonably encouraging". He added that the "adverse influences" which contributed to the decline in exports over the past two years are "for the most part" no longer of consequence. Among the major factors listed by Mr. Howe as contributing to the decline in exports were the substantial drop in wheat and flour sales, the economic downturn in the United States, which reduced Canadian exports to that country, and the "intensified international competition" among manufacturers which tended to reduce certain types of Canadian exports.

Among the export commodities which were reduced in volume, the Trade and Commerce Minister cited automobiles, industrial equipment, electrical equipment and for a period in 1954, the export of metals.

Discussing the employment market, Mr. Howe said that while employment was above the level of a year ago as of October 1954, the labour force continued to grow. He said that because of immigration and natural increase, the country's population has been growing at the rate of 400,000 a year. This has meant, Mr. Howe said, that while the increase in total population has been approximately three per cent, the increase in the working force has been only about one per cent.

1954 Unemployment Higher

The increase in the number of available workers combined with the decline in employment over most of the year resulted in a higher volume of unemployment, Mr. Howe said. For the year as a whole, the number of persons reported as out of a job and seeking employment has averaged 4·3 per cent of the working force compared with 2·6 per cent in 1953, Mr. Howe said.

Turning to personal incomes, Mr. Howe said that these had shown a stronger trend in 1954 than either production or employment. Despite the decline in income for the western farmers and the reduction in total employment over the first nine months, total labour income has been running about two per cent higher than in 1953, he reported.

Personal investment income, which consists mainly of interest, dividends and rentals, increased during the year as did transfer payments in the form of unemployment insurance benefits. After taking into account population increase, the average income per capita, whether expressed in money or in terms of goods and services, "declined but slightly" in 1954, Mr. Howe said.

Canadian overseas trade should increase, the Trade Minister remarked, as a result of a "substantial increase" in the demand for raw and processed materials. "During much of 1954, larger Canadian exports of materials were offset in the trade figures by lower sales of wheat," he pointed out. Recently, however, wheat orders have been improving and the effects of this increased demand for materials "should soon become more apparent," he added.

Sees Employment Stimulated

Employment and production should continue to be stimulated in 1955, Mr. Howe said, with investment and construction continuing at a high level. He did not foresee import competition being any more serious for manufacturing industries in the new year than it had been in 1954. He added that inventory liquidation was "not likely" to constitute as much of a drag on activities in these industries as it had over the past year.

Mr. Howe said that, taking into account both internal and external influences, "it would appear that the upturn which has already begun will continue into 1955".

"Although there may continue to be some trouble spots, there is good reason to expect a growth in markets at home and abroad commensurate with the rise in the nation's productive capacities," he declared.

Mr. Howe concluded his survey by pointing out that defence expenditures in 1954 continued to be a "sustaining" though not an "expansionist" factor in the economy. He said that capital assistance expenditures were down "significantly" in 1954 as most of the necessary key facilities had been established by the beginning of the year.

The broadening of Canada's industrial base through the creation of new facilities under the defence program has made the country less dependent on foreign sources for necessary defence equipment, Mr. Howe concluded.

Businessmen Predict Increased Activity in '55

"During 1955 as a whole, the Canadian economy will be operating at the level of 1954 or a little better" was the conclusion of a group of economists from government, business, banks and universities whose predictions concerning the country's economic state in the new year were published in the December issue of *Canadian Business.*

Stabilizing Factors

According to the magazine's panel of economists, economic activity should stabilize because of the following factors:—

The country's growth potential and "tooled-up" state of development are such that even a slight strengthening of demand can push the economy on to new records.

Population growth is rapid and is making a large national market more important each year.

Resource development will continue and capital for new investment and repairs may set a new record in 1955.

Personal incomes and expenditures are expected to be up slightly in the coming year although income on a per capita basis may decline and the rate of growth thus hampered.

Housing will still be in high demand and whether or not construction exceeds 100,000 units, the volume will still be large.

A business upswing in the United States should create a good market for Canadian goods particularly if United States tariffs should drop.

Among the factors which may retard economic growth listed by the panel members were the downward trend in farm income (especially in Western Canada), possibly stiffer competition for Canadian manufacturers at home and abroad and an industrial production that is just likely to hold its own in 1955, matching 1953's figure and ahead of the declining figures established last year.

A five-per-cent increase in the level of Canadian business activity was predicted by the Montreal branch of the American Marketing Association in its annual business outlook meeting. The panel said that "the opportunity for better business in Canada is certainly present".

The consensus was that automobile sales and the heavy equipment industry would fare better next year while appliance sales would probably not change much. The group also felt that business activity in the United States would be slightly higher in 1955.

U.S. Associations Make Conflicting Predictions

Conflicting forecasts for 1955 have come from three United States national organizations—the U.S. Chamber of Commerce, the National Association of Manufacturers and the Natioal Planning Association. Better business conditions are predicted by the two former but the NPA sees a rise in unemployment failing action by Government and industry. Higher unemployment is also anticipated by the Chamber of Commerce.

A moderate rise in activity is forecast by the U.S. Chamber of Commerce, with industrial production higher than that of last year but below the 1953 peak.

National output, it estimates, will total $356 billion. (The 1953 record was $365 billion.)

Higher unemployment can be expected as the economic activity will not rise sufficiently to provide jobs for all of the additional persons in the labour force seeking jobs.

Prices, the Chamber predicts, will remain relatively stable, with consumer spending higher.

Farmers' gross receipts and net income will probably decline farther.

If the "tax drag" on business is lessened, 1955 could be the greatest year in the nation's business, declared the president of the National Association of Manufacturers.

Industry will produce up to five per cent more goods in 1955 than in 1954. There will be more employment, better business conditions and more take-home pay for the average employee. With consumer spending at an all-time high and business spending running at an exceptionally high level, there is good reason for optimism, he stated.

The National Planning Association predicts a rise in unemployment unless Government and industry act to increase consumer buying power and industrial production.

An increase of $25 to $30 billion in national production is suggested. To help raise it to this level and to "a reasonably full employment level," the NPA recommends tax cuts and improvement of social security legislation, a speed-up of public undertakings, and measures to facilitate the purchase and improvement of homes and farms.

Among possible non-governmental measures, the Association considers the most important to be "a rise in wage rates and a reduction in prices in accord with increases in productivity".

99629—2½

B.C. Unions Demand Aid for Unemployed

A mass rally of British Columbia trade unionists during the weekend of December 11 and 12 urged action by municipal, provincial and federal governments to alleviate the province's unemployment problem. The rally was sponsored by the Vancouver, New Westminster and District Trades and Labour Council (TLC) and the Greater Vancouver and Lower Mainland Labour Council (CCL).

The delegates demanded a conference of municipal, provincial and federal government authorities on the situation.

From the federal government they asked:—

Immediate institution of a public works scheme.

Increases in unemployment insurance benefits.

A compulsory 40-hour, five-day week with existing take-home pay.

Increased old age benefits.

Allotment of funds to municipalities for construction of schools, hospitals and roads.

From the provincial and B.C. municipal governments they asked:—

A conference of provincial and municipal officials to draft a program of projects to start at once.

A permanent volunteer government-management-labour committee on seasonal unemployment.

Awarding of provincial and municipal contracts in winter where possible.

Full use of the National Housing Act.

City Provides Relief

On December 20 the Vancouver city council announced that it would begin immediately to provide emergency relief to the city's destitute unemployed. The province will pay 80 per cent of the cost.

Benefits of $45 a month for single persons and $69.50, with $14 for each additional dependent, for married couples, will be paid to *bona fide* residents of the city

U.S. Unemployment Rises Less Than Seasonally

Unemployment in the United States rose to 2,893,000 persons in early November, an increase of 152,000 from October, according to a joint release by the Departments of Commerce and Labor. The report said that the increase was less than half that normally expected at this season of the year and both Secretary of Commerce Sinclair Weeks and Secretary of Labor James P. Mitchell termed this "a further improvement in the job situation".

A survey conducted by both Departments revealed that 61,700,000 persons were employed early in November. This represented a decline of about 400,000 from the previous month. Some 1,000,000 workers were dropped in seasonal layoffs in farm work, and additional numbers in construction and other outdoor jobs.

Many farm workers and others were absorbed in non-farm jobs. These increased more than usual in November to reach the highest level of the year at 55,600,000.

Initial claims for unemployment insurance rose at the end of November by 41,600 to a total of 288,700. The number of claims was below the 301,000 registered at the same time last year, the Department of Labor reported.

The pre-holiday increase in retail and wholesale trade and the speed-up in the automobile industry are partly credited with keeping the jobless total below last year's levels. In addition, employment gains were registered in the electrical machinery, primary metals and fabricated metals industries. These gains have contributed to an increase of 25,000 in factory employment, which now stands at 16,100,000, the highest total since March. Factory employment normally declines moderately between October and November.

By November, the total of relatively long-term unemployed—defined as those seeking jobs for 15 weeks or longer—had declined to 700,000 from the level of 800,000 or more that had prevailed throughout the summer. The joint departmental survey remarked that substantial reductions in insured unemployment in a few states had offset smaller-than-usual increases in most of the remaining states.

Despite the gains of recent months, factory employment in mid-November was still 900,000 below the level of a year ago and six per cent below the 1952 peak for the month.

The factory work-week rose to an average of 40·1 hours in November from 39·9 the month before, the report said. The weekly pay for the average factory worker stood at $72.98—the highest on record and 76 cents above the October level and 62 cents above the previous all-time peak reached in December 1953.

Urges Longer and Higher Benefits for Unemployed

On December 1 the United States Secretary of Labor, James P. Mitchell, released copies of letters he had written to state governors urging that action be taken

during their 1955 legislature meetings to increase both the amount and duration of unemployment compensation benefits.

The Secretary of Labor's letters disclosed that for the first nine months of 1954 more than 1,300,000 unemployed had run through their jobless benefits without finding new employment.

"This experience illustrates the need for providing longer periods of protection in order for the program to be more effective," Mr. Mitchell wrote.

The letters renewed a plea made by the United States federal administration in 1953 asking that the states provide jobless benefits extending over a maximum 26 weeks of unemployment and weekly payment equal to "at least half regular earnings".

State benefit duration varies from a low of 16 weeks to a high of 26. Maximum benefit payments range from $20 to $33 weekly, with $25 being the average actual payment.

Disabled Persons Act Now in Operation

The Disabled Persons Act came into operation January 1. The Act was proclaimed in a special edition of the *Canada Gazette* published December 7.

On December 30, Hon. Paul Martin, Minister of National Health and Welfare, announced that the federal Government had taken all steps necessary to implement the Act in all provinces without delay. All provinces have indicated their intention of participating in the plan, he said.

The Act authorizes the Government of Canada to enter into agreements with the provinces providing for equal sharing between Canada and the provinces of the cost of allowances to totally and permanently disabled persons who fulfil certain age, residence and income requirements.

The maximum allowance of which the federal Government may pay its 50-per-cent share is $40 a month.

Mr. Martin said the date on which the payment of allowances could begin in any province would depend on decisions made by its government.

Administrative procedures are set forth in regulations made under the Act. The regulations had been considered and agreed to at the second of two meetings during 1954 between provincial ministers of welfare and their senior officials with federal authorities.

The regulations generally follow the pattern of those under the Old Age Assistance Act and the Blind Persons Act.

When the Act is in full operation in all provinces it is estimated that some 25,000 disabled persons will be receiving allowances.

U.K. Gives Colombo Plan £300 Million in 6 Years

"This country is spending about £200 million this year in helping people overseas," D. Dodds-Parker, the United Kingdom's Under-Secretary of State for Commonwealth Relations, stated recently in a parliamentary debate on colonial development and international aid for underdeveloped countries.

Mr. Dodds-Parker drew the attention of the House to the £1⅓ million being spent by the United Kingdom in support of the United Nations specialized agencies and to the raising by the United Kingdom of its contribution to UN technical aid in 1955 from £650,000 to £800,000.

In reference to the Colombo Plan, Mr. Dodds-Parker said that over a period of six years the United Kingdom would be paying out about £300 million. As to the Colombo Plan technical co-operation scheme, he said the United Kingdom had contributed 621 training places in the United Kingdom and had offered the services of 155 experts. He pointed out these were in addition to the United Nations technical aid.

New Edition of Labour Standards Book Available

The 1954 edition of *Provincial Labour Standards,* an annual publication of the Department of Labour since 1944, is now ready for distribution.

This edition sets out the standards in effect in Canada's provinces with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day, workmen's compensation and, for the first time, the requirements of equal pay and fair employment practices laws that have been enacted in several provinces since 1951.

Three provinces—Ontario, Saskatchewan and British Columbia—have equal pay laws and Ontario and Manitoba have fair employment practices laws.

Changes made during the year in the fields of legislation covered by the bulletin include the enactment of two new labour laws in New Brunswick.

The bulletin is available from the Supervisor of Government Publications, The Queen's Printer, Ottawa, at 10 cents a copy.

U.S. Urges Older Worker Be Given Job Opportunity

An appeal that older workers be given equal status in the competitive job market was issued last month by United States Secretary of Labor James P. Mitchell, who said half his country's adult population might be jobless in 20 years unless prejudices about hiring older workers were overcome. He made the statement when his Department issued a summary of a year-long study of the older worker problem.

Mr. Mitchell pointed out that the number of persons 45 years old and over was steadily increasing. It had been estimated, he added, that it would increase nearly 40 per cent by 1975, at which time the over-45s would constitute half the adult population.

"Unless something is done to give them job opportunities, an estimated half of our adult population will be condemned to a life of economic uselessness," he warned.

Arbitrary Barriers

Employers and labour unions too often set up arbitrary barriers against hiring older workers without due regard for their skill and maturity, he observed.

"If our economy is to continue its high rate of production and not suffer the pang of mass unemployment," he said, "our older workers must be given equal job status in the competitive job market."

The Labor Department's study found that most objections to hiring older workers were fancies because the performance of such men was equal or superior to younger workers, their judgment and experience better even though they might lack some of youth's "drive and pep" and their safety and attendance records superior.

The survey suggested the following program to deal with the problem:—

Select workers for ability and skill without regard for age.

Permit persons reaching the present retirement age to continue working if they are able and so desire.

Increase older workers' job opportunities by maintaining "sound labour standards, including health and safety measures and equal pay for comparable work."

Maintain a continuing study on the adequacy of job opportunities.

Develop a service program for older workers, including counselling, selective job placements and retraining for different jobs.

Consider plans to permit retired workers to perform part-time work "so the transition from employment to retirement does not bring undue shock".

Given Choice, 6 of 10 Decide Not to Retire

Six out of ten of a group of employees comprising 60 per cent of the workers of retirement age in a New York utility company chose to remain at work when given the opportunity, a survey of 811 workers indicated. The employees given the choice were those in non-supervisory occupations and were allowed to stay on the job for an additional three years beyond the retirement age of 65 for men and 60 for women.

Management's permission was required for workers who wished to remain at work and this was refused for employees who had been absent too much or whose work had slowed down. These cases accounted for 40 per cent and they were retired on pension.

A check in 1954 of 510 male employees and former employees of the company who had been 55 years old in 1943 showed that 2·5 per cent had resigned or been released, 14·7 per cent had died, 19·2 per cent had retired on disability pension before 65 years of age, 57·1 per cent retired at 65 and 6·5 per cent were still actively employed.

Many of World's Elderly Economically Active—ILO

Men and women more than 65 years old continue to play a major role in the world's economy, according to the most recent statistical study of the International Labour Organization.

Despite increasing life expectancy and extended pension protection throughout the world, every country listed in the new edition of the ILO's *Year Book of Labour Statistics* continues to have at least 25 per cent of its men over 65 "economically active". In some countries, the figure exceeds 80 per cent.

The figures for the elderly women are, of course, much lower.

The percentage of Canadian men over 65 years of age who contribute to the national economy, the *Year Book* reports, is 38·6; of women, 5·1. The percentage for men in the United States is given as 41·4 and for women, 7·8; for men in the United Kingdom, 32·0, and for women, 5·3.

By "economically active", the ILO explains that it does not mean students, women occupied solely in domestic duties, persons living on a retirement income or on their own means, or persons wholly dependent on others. It means employed persons, including employers, self-employed earners and proprietors, salaried employees and wage earners, and, so far as data are available, unpaid workers in family undertakings.

The high percentage of elderly men still working after 65 becomes all the more remarkable when examined in the light of the very great reduction in the percentage of old people who toil which has taken place during the past 20 years.

In the United Kingdom, for instance, the percentage of men over 65 who are "economically active" declined from 48 per cent to 32 per cent between 1931 and 1951. In the United States, there was a drop from 58 per cent to 41 per cent between 1930 and 1950.

Automatic Factories Will Displace Unskilled Only

Automatic factories will require more technicians and more skilled workers and the practice of using vocational schools as a dumping ground for misfits and students of low ability will have to cease, the National Manpower Council warned in a report released in New York last month.

(The Council was founded at Columbia University's Graduate School of Business by President Eisenhower, when he headed the university, with funds from the Ford Foundation.)

The men who will be displaced by push-button factories will be unskilled labour, the report added.

"Automatic machines will require highly skilled maintenance and repair men," the Council predicted. "Atomic generators will require maintenance men who are more skilled than at present. Many of today's electricians will have to learn electronics. Pipefitters may have to learn hydraulics. A skilled worker who formerly measured with calipers and used a micrometer will soon have to learn to work to tolerances measured with light waves. There may be almost no place left for the unskilled industrial worker."

After a study of the three major training grounds for technical personnel—the vocational schools, on-job and apprentice training in industry, and the United States Armed Forces—the Council drafted 20 recommendations. The essence of the recommendations was: broader and better vocational schools training, more intelligent vocational guidance, and an end of race, sex and other discriminations that freeze much of the country's manpower potential in lower, unskilled brackets.

The greatest untapped reservoir of skills, the report suggested, is that of persons who are discriminated against. Women in 1950 constituted only 3 per cent of craftsmen and foremen and 25 per cent of technicians. For women, the report said, "the barriers to the training and employment found in many sectors of the American economy are particularly significant in the case of skilled work. In part, this may be justified where women leave without a significant period of productive work after their employers have made a training investment in them. However, a discrimination against women seems to be primarily a reflection of widespread social prejudices."

Automation to Become Top Labour Issue in '55?

Automation, the process whereby factories are being operated more by machines than by labour, may be "1955's hottest labour dispute," predicted John Diebold, Editor of the new magazine *Automatic Control*, addressing the National Association of Manufacturers on December 3. Mr. Diebold believes that the introduction of technological changes will continue at a rapid but not "at breakneck speed" and that in terms of changed labour requirements, "the proportion of the economy that will be affected by automation is far smaller than most of the published predictions".

Speaking before the Congress of American Industry, the magazine editor pointed out how industry can "alleviate the rough spots" for labour. He said that increased requirements of firms installing automatic equipment has thus far absorbed those whose jobs have been taken by machines, and that "there is no reason to expect this process to cease".

Seek Full Pensions When Displaced by Automation

Full pensions for workers retired prematurely because of "automation" were demanded by the Independent Petroleum Workers of New Jersey in year-end negotiations with the Esso Standard Oil Company. In addition, the union has requested a 5-per-cent general wage increase and a 36-hour work-week with 40 hours pay.

100 Canadian Loggers To Work in New Zealand

One hundred Canadian loggers are leaving this month and next to cut pulpwood in New Zealand for the next three years. About 1,500 applied for the jobs.

A New Zealand logging company sent its superintendent to Canada to recruit the workers because of a labour shortage there —registered unemployed average fewer than 100; job vacancies, 25,000.

TLC Holds First Annual Advanced Labour Seminar

An advanced labour education seminar, the first of its kind in Canada, was held in Banff, Alta., from November 14 to 27 under the auspices of the Trades and Labour Congress of Canada in co-operation with the Alberta Federation of Labour (TLC) and the Extension Department of the University of Alberta. More than 100 "students" attended.

During the two-week course, which was attended by both labour and management delegates, various aspects of collective bargaining, economics, leadership and communication, international affairs, TLC policy and the construction industry were discussed and studied. A short course in basic trade unionism was held at the same time.

The seminar, designed as another step in the educational program being carried out by the TLC, is not intended to replace the short course schools but rather to supplement them. Through the seminar, the Congress hopes to provide training for executive responsibility and to help union officers to play a more important role in the labour movement.

The methods of instruction used during the course were a combination of the lecture, seminar and workship approach. In addition, members of the course exchanged information and ideas in organized study groups outside the regular class periods.

A prominent feature of the seminar was a panel discussion, where labour and management members participated in a mock collective bargaining discussion. During this session, which occupied an entire day on the agenda, the members "negotiated" the following points: monetary demands including wages, reduction in hours for the same take-home pay, pensions and fringe benefits, union security, management rights and responsibilities, seniority and production.

Among the several speakers who gave lectures and addressed the seminar were the following: Dr. Alfred Stenger, economic consultant for the Railway Brotherhoods; C. R. McCord, Director, Annuities Branch, federal Department of Labour; Gordon G. Cushing, Secretary-Treasurer of the TLC; J. T. Montague, Economics and Research Branch, federal Department of Labour; F. McCallister, Director of the Labour Education Division, Roosevelt College, Chicago; R. A. Mahoney, member of the Labour Relations Bureau Limited, Vancouver; A. E. Hemming, Executive Secretary and Publications Director of the TLC; Donald Cameron, Director of the University of Alberta Extension Department and Executive Director of the Banff School of Advanced Management; Max Swerdlow, TLC Director of Organization and Education; and Frank Hall, Canadian Vice-president of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

According to the Trades and Labour Congress, efforts will be made to make the two-week seminar an annual event and a permanent feature of its educational program. As yet, no decision has been made on the date and place of the next meeting.

NLRB Refuses to Help Enforce No-Raid Pact

The United States National Labour Relations Board in a ruling last month indicated that it would not help the CIO and AFL to enforce their "no-raiding" pact. The Board was dealing with a test case involving a local of the International Chemical Workers' Union (AFL), its parent union and the United Rubber Workers of America (CIO) at a rubber plant in Keokuk, Iowa.

The AFL local bargained for the plant workers until 1952 and kept a skeleton local when the CIO Rubber Workers took over the plant. Last August, the skeleton AFL local challenged the CIO union's bargaining status and petitioned the NLRB for an election. The CIO Rubber Workers protested under the "no-raiding" pact.

The parent AFL union in October lifted the local's charter when it refused to drop the petition (L.G., Dec. 1954, p. 1674).

The AFL union and the CIO Rubber Workers jointly urged the NLRB to deny the local's election petition on the grounds that the local had lost its charter. The Board refused.

The NLRB three-member majority based its refusal on the "fact that the International Chemical Workers Union (AFL) did not file the petition herein" and "under these circumstances the Board is not concerned with internal disputes between a local and its parent organization". The Board ordered an election to be held within 30 days.

Two NLRB members opposed the decision. They felt the Board should permit the parent AFL union to withdraw the local's petition because the local had "filed no opposition" to the withdrawal request. They noted too that several AFL backers at the plant had recently asked the Board to revoke its certification of the CIO union. The decertification petition should be given precedence, they held.

Norway Recognizes Right Of All to Employment

By an addition to the constitution, passed on November 16, Norway officially recognized the duty of the state to ensure that every able-bodied person can obtain a livelihood for himself through his work. The new section, however, is not legally binding upon the Government.

Supporters of the new paragraph in the Constitution urged, nevertheless, that it was important to establish the moral obligation of the state to see that all able-bodied workers obtain gainful employment, which they said was the right of every citizen.

An unofficial translation of the new section reads: "It is the duty of the authorities of the state to ensure such conditions that every able-bodied person can secure a livelihood for himself through his work."

During debate on the new section, parliamentary members recalled the unemployment of the 1930's, when as many as 38·8 per cent of the country's organized workers were jobless. Following the war, all parties agreed on a "joint-program" in which one of the major tasks of the Government would be to ensure full employment.

Though the program of full employment has been achieved and is now taken as a matter of course, the majority of Parliament felt that this should be formally recognized and explicitly established in statute form.

40-Per-Cent Drop in Immigration in Oct.

Immigration to Canada in October declined by 40 per cent, from 18,624 new arrivals to 11,256, compared with the same month in 1953, according to figures released by the Department of Citizenship and Immigration.

In the ten-month period ending October 31, immigration declined by four per cent over the same period in 1953, from 143,722 to 138,109.

By ethnic groups, the largest number to arrive in October, 2,457, came from England. Other major ethnic groups arriving in the country were German, 2,452; Italian, 1,390 and Scottish, 1,020. In October 1953 the largest number of immigrants by racial origin were German, 4,191; Italian, 3,216; English, 2,642 and Dutch, 1,982.

Over the ten-month period the largest single group was from Germany, with 27,035 immigrants, followed by England (23,838), Italy (20,717) and Holland (15,764).

Immigration from the United States up to October 31 showed an increase of ten per cent, rising from 7,796 in 1953 to 8,555 in 1954. During October United States immigration to Canada declined by one per cent compared with October 1953, from 1,008 to 996.

Welfare Council to Study Immigrants' Deportation

The deportation clause in the Immigration Act, although seldom used, is considered by some Canadian welfare agencies to be a threat to new immigrants, said B. M. Alexandor, QC, chairman of the Canadian Welfare Council's Committee on the Welfare Needs of Immigrants, after the Committee's first meeting last month.

Immigrants do not apply for help they may need, he pointed out, for fear of becoming a "public charge".

"Canada encourages people to come here because we need them for the economic development of the country," said Dr. Eugene Forsey, Canadian Congress of Labour representative on the Committee, "but if they get into difficulties through temporary unemployment, sickness or death, we insist on having the power to send them back."

The Welfare Council plans to study the problems connected with the deportation clause. It will also study problems regarding the eligibility of immigrant children for family allowances. At present, family allowances are not issued for children until they have lived in Canada for a year, Mr. Alexandor pointed out.

Seaway Project Provides Work for 500 Only

In mid-December, only about 800 men were being employed on the St. Lawrence Seaway project—only about 500 on the Canadian side of the river.

Employment is expected to climb rapidly in the spring, however, when work will have begun at a number of construction sites.

About 100 men were brought from the Hawkesbury, Ont., area for crib work and to operate heavy machinery in the Cornwall section of the project, it was reported by J. R. Laframboise, Manager of the Cornwall office of the National Employment Service. Experienced men were not available there, he said.

Labour Briefs Presented to Provincial Govts.

CCCL Demands Repeal Of Bills 19 and 20

In its annual brief presented to the Quebec government November 30, the Canadian and Catholic Confederation of Labour asked the government of the province to take steps to facilitate the construction of housing, to reform the Labour Relations Board and to repeal Bills 19 and 20.

The CCCL suggested that "the total amount necessary for the construction of a one-family dwelling should be advanced, without interest, by the federal and provincial Governments".

This suggestion was rejected by the Premier, Hon. Maurice Duplessis, who said that it would be "giving away houses without solving anything".

Mr. Duplessis did not agree with the CCCL's suggestion that members of the Labour Relations Board should be appointed on the recommendation of labour and employers' associations. He also rejected their request for the repeal of Bills 19 and 20, stating that these measures are "absolutely necessary in the interests of workers and the general public".

Saskatchewan Federation Demands 40-Hour Week

Establishment of a 40-hour, five-day week without loss of pay throughout the province was requested by the Saskatchewan Federation of Labour (CCL) in its annual brief presented to the provincial cabinet December 13. The Federation, which claims a membership of 11,000, said that the 40-hour, five-day week was urgently needed and called upon the government to legislate for it at the next session.

In its request for the shorter week, the labour body said that economic signs in Canada pointed to a peak figure of approximately 750,000 unemployed by early 1955 and that reduced hours would help arrest the drift towards recession, reinforce purchasing power and create more jobs.

"We respectfully suggest that the passage of this legislation is a duty for all governments in Canada but that this is particularly so for any administration holding the philosophy of the Saskatchewan government," the brief declared.

Amendment of the Trade Union Act so that "master" agreements and industry-wide collective bargaining are possible was urged by the Federation. "In these days of centralized control of industry, where personnel and collective bargaining policies are determined at top levels, it is intolerable that unions should be continually submitted to masquerades in local negotiations, when the over-all company strategy is determined from headquarters," the brief argued.

The Federation added that by a series of small agreements, a company was able to perpetuate "inequities and piecemeal bargaining" while preventing the "united expression of will" of its employees.

Terming minimum wage and hours inspection inadequate, the Federation asked that the provincial Minimum Wage Board meet to consider increasing minimum wages to 90 cents an hour. It also urged the establishment of a province-wide minimum wage and improvement in inspection and enforcement of the Minimum Wage Act and Orders.

Enactment of a provincial Fair Wage Act was called for in order that wage floors be established for individual industries or groups of industries or for occupations and trades. In addition, the brief said that wage floors should be established by a board representing employers, organized employees and the government.

Among the other major requests contained in the Federation's brief were the following:—

Reduction of all exemptions from the Hours of Work Act with the view to ending them as soon as possible.

Closing of all retail stores at night.

Granting of at least one week's wages to workers when notice is given and who have been employed continuously for three months or more.

Amendment of the Workmen's Compensation Act.

Empowering the provincial Department of Labour under the Wages Recovery Act to collect sums owing to employees and to pay the workers these amounts.

Rejection by the provincial government of any pressures towards forced arbitration and any form of anti-strike legislation.

A request by the province that the Central Mortgage and Housing Corporation reduce from 20 to 15 per cent the income basis in the present subsidized housing plan and that family allowances be excluded from family income in calculating rents.

Ending of the jurisdiction of courts to grant an injunction, whether interim or permanent and secured *ex parte* or otherwise, against a trade union or employee in a dispute involving an employer.

B.C. Congress Suggests Unemployment Cures

Unemployment problems placed high in the series of legislative proposals presented to the provincial cabinet on December 10 by the British Columbia Trade Union Congress (TLC).

The Congress, which represents most Trades and Labour Congress and American Federation of Labor unions in B.C., in its 10-page brief urged:—

A public works program including schools, roads, hospitals, low-rental housing and a gas pipeline.

Minimum wage law sufficient to ensure a living wage for worker and family, prohibition of one worker holding more than one full-time job and refusal of overtime permits except in emergency.

Encouragement to industry to provide maximum employment during winter and spring months.

Reduction of hours of work from 44 to 40 hours a week and eight hours in any one day.

The Congress brief also asked:—

Immediate action by the government to bring B.C. Electric under public ownership.

Grantings of no forest-management licences in "perpetuity"; nor extension of any licence over 21 years. Setting aside of adequate areas as public working circles.

A new natural resources policy was also urged by the Congress. It recommended a permanent standing committee on resources to lay out policies for the future based on the findings of such agencies as the B.C. Natural Resources Conference and including representatives of the government, University of British Columbia, agriculture, industry and labour.

The Trade Union Congress felt the government should develop all hydro potentials under its ownership.

It urged also that the government undertake construction of the proposed gas pipeline from the Peace River into Vancouver.

Also included in the brief were requests for:—

Increase of bonus payments to old age pensioners.

Deletion of sections of Labour Relations Act under which the Minister of Labour may ask the Supreme Court to decide if a strike or lockout is illegal.

Sending of provincial trade missions to foreign countries to boost trade.

Enactment of a provincial plumbing code.

Recognition of the right of civil servants to a "regulated bargaining procedure".

Prohibition of employment of minors in the serving of liquor in any type of licensed premises.

Provincial Organizations Hold Conventions

N.S. Federation of Labour (CCL)

The Nova Scotia Federation of Labour (CCL), at its 13th annual convention in Trenton November 15 to 17, urged the provincial government to appoint a deputy minister of labour "who will come from the ranks of labour".

The convention, attended by 150 delegates representing 40,000 workers in the province, found it "disappointing" that Nova Scotia had no separate Labour Department and protested the "inadequate" number of conciliation officers.

Resolutions were adopted urging that organized labour be given representation on the Atlantic Provinces Economic Council, the Maritime Industrial Development Board, and all other public boards and commissions.

Other resolutions adopted at the three-day meeting called for a five-day, 40-hour work week with no reduction in take-home pay, a minimum wage of $1 per hour throughout the province, old-age pensions of $65 per month at age 65, a subsidized low-rental housing program, government operation of the province's power facilities, and government measures to remedy Nova Scotia's unemployment situation (the Federation etsimated that 25,000 persons in the province were jobless).

The convention called on federation members to support the Co-operative Commonwealth Federation as labour's political arm.

The delegates approved a plan, presented by officials of the Nova Scotia Co-operative Union, to build a workers' vacation resort in Cape Breton. The resort for workers and their families would be owned and operated on a co-operative basis by trade unionists throughout the province.

Sid Oram of Sydney Mines was re-elected President of the Federation for his fourth consecutive term. Others re-elected were Martin Merner, First Vice-president; John Lynk, Second Vice-president; Ben O'Neil, Secretary-Treasurer; and Don Nicholson and Fred Nichol, executive board members.

Harry Terris was elected to the one vacancy on the executive board.

Saskatchewan Federation of Labour (CCL)

A demand that the provincial government rescind an order "freezing" the wages of unionized employees of crown corporations highlighted the 11th annual convention of the Saskatchewan Federation of Labour (CCL) in Prince Albert, November 26-27. The convention, attended by 136 delegates, passed an emergency resolution noting that all negotiations were deadlocked between the employees of the Saskatchewan Power Corporation, Saskatchewan Government Telephones, the Saskatchewan Government Insurance Office and "other crown corporations and other government agencies".

The resolution said this situation exists because of a decree by the provincial Cabinet instructing all management groups bargaining on behalf of the government that they have no power to bargain on wages.

"This wage freeze decreed by the cabinet members nullifies the rights of free collective bargaining, and lends support to the anti-labour forces throughout the nation," the resolution said. In addition, the provincial cabinet's action was condemned as being "anti-labour, reactionary and completely dictatorial".

Among the most important of the 92 resolutions considered by the convention was one calling for vigorous action to curb unemployment. A broad federal program of public works, the introduction of the five-day, 40-hour week without reduction in pay on the provincial level, higher unemployment insurance benefits and an improved unemployment insurance administration were urged as measures for combating unemployment.

Amendments to the Trade Union, Holidays With Pay, Workmen's Compensation and Minimum Wage Acts were requested by the convention. One resolution called for a 90-cents-an-hour minimum wage throughout the province.

For the fourth consecutive year, the Federation used the group discussion method of conducting business. Under this system, each delegate is assigned to one of 12 groups.

Federation President L. A. Gardiner of North Battleford was re-elected to his post as were Vice-president W. McClelland of Saskatoon, Secretary-Treasurer V. Secret of Moose Jaw and Recording Secretary J. Sawchyn of Regina. Others elected to the Federation's executive were Thomas Elliot, Saskatoon, Vice-president; and D. Young and G. West, both of Regina, as alternates to the executive.

Manitoba Federation of Labour (TLC)

Formation of the first Manitoba Federation of Labour (TLC) was completed in Winnipeg early in December. With the exception of Prince Edward Island, Manitoba had been the only province without a TLC federation of labour.

The two-day convention that approved the Federation's formation was chaired by Donovan Swailes, Vice-president of the Winnipeg and District Labour Council (TLC) and was attended by 116 delegates. Mr. Swailes was elected first President of the new federation.

Executive officers elected at the convention were: Peter McSheffery, Flin Flon, Secretary-Treasurer; Mike Capri, Winnipeg, Vice-president for Greater Winnipeg; Henry Schallenberg, Flin Flon, Vice-president for North Manitoba; and Mike Sedik, Vice-president for the rest of Manitoba.

Convention delegates were welcomed by Winnipeg's Mayor Garnet Coulter, Labour Minister C. F. Greenlay and Manitoba Farmers' Union President J. Schulz.

House Building Climbs To New Peaks in Oct.

Completions of dwellings in October were up sharply from September and higher than in October 1953. Starts, too, gained in both comparisons.

Up to the end of the month, completions were more than 6 per cent higher and starts more than 8 per cent greater than in the first ten months of 1953.

At the end of October, the number of houses under construction was almost 6 per cent greater than at the same time in 1953.

In each case the totals are new peaks for the period.

October completions totalled 13,039 compared with 8,615 in September and 12,109 in October 1953. In the ten months ending with October completions numbered 79,327 compared with 74,516 for the same 1953 period.

Starts on new dwellings in October numbered 13,097, up moderately from the 12,760 in September to make it the third highest monthly figure for the year and steeply above the 10,307 started in October 1953. New dwellings started in the ten months climbed to 97,424 compared with 89,978 in 1953.

The number of units under construction at October 31 rose to 75,456, compared with 71,340 a year earlier.

Broadcasts on Seasonal Unemployment

Department of Labour produces series of nine broadcasts to be heard over 57 independent Canadian stations, one each week from January 9 until early March. Hon. Milton F. Gregg delivers the first address

During the week beginning January 9, the Department of Labour began a series of nine radio broadcasts carried by 57 stations to encourage more employment during the winter months when seasonal unemployment increases. The broadcasts, which will run into March, feature speakers from government, industry, business, labour and journalistic circles.

The opening broadcast was given by the Hon. Milton F. Gregg, Minister of Labour, who spoke on the "Outline of Seasonal Unemployment".

The succeeding speakers, their topics and the weeks during which they may be heard are as follows: January 16, Walter M. Murray, President, Canadian Retail Federation, "Do Our Buying Habits Cause Winter Unemployment?"; January 23, Miss Anne Francis, nationally-known commentator, "Why Wait For Spring?"; January 30, J. A. Calder, President, Canadian Manufacturers' Association, "Seasonal Unemployment—Can Manufacturing Industry Contribute to Solution of the Problem?"; February 6, Raymond Brunet, President, Canadian Construction Association, "Can Construction be Profitably Carried on in Winter?"; February 13, a description of a housing project being carried out by the Ottawa Trades and Labour Council as a positive example that such work can be done in the winter; February 20, R. F. Legget, Director, Division of Building Research, National Research Council, "Modern Techniques in Winter Construction"; and February 27, Michael Barkway, nationally-known journalist, "Final Analysis of Previous Broadcasts".

Another broadcast, to be developed by local employment offices of the National Employment Service, is tentatively scheduled for the week beginning March 6. As yet, the exact nature of the program to be presented and its title have not been decided.

In the opening talk, Mr. Gregg called seasonal unemployment "the one great robber" that Canada faces every year in good times and in bad. He said that it affects all of us because idle workers are not productive workers and the loss in wages and purchasing power of those who are seasonally unemployed is felt by us all.

Continuing his outline, Mr. Gregg said that seasonal unemployment is the result of weather conditions and our customs and traditions. Weather does interfere with economic activity, and our habits of buying during the Christmas season or during Easter have their effect upon employment, he said.

The Labour Minister noted that retail trade reaches its peak employment at December 1 and the clothing industry has its peaks in the spring and fall. Agricultural implements reach their peak demand in spring and summer while various industries—hotels, restaurants, laundries and dry cleaning establishments—reach their peak activity in July, August and September. Employment in the construction industry is highest in the early fall.

Mr. Gregg continued:

The most serious result of seasonal unemployment is the waste of manpower involved. Man-hours not used can never be regained. It is estimated that there are 250,000 Canadians seasonally unemployed each winter even in years of generally high employment. And if the economy slows a little, their numbers increase and with it the loss in wages. It is impossible to assess the effect in dollars of reduced output during the winter months, but in lost wages alone the figure would be many millions.

The Labour Minister said:

Another important consideration is the annual cost of helping maintain workers and their families who lose their jobs during the winter. During the months of December 1953 to April 1954, almost $140,000,000 was paid out in unemployment insurance benefits, a large part of it to those seasonally unemployed. In addition, assistance is provided to others who are unemployed by provincial and municipal governments, welfare organizations and other agencies, and by individuals. The Canadian government has specifically recognized the problem of seasonal unemployment by the provision of "supplementary unemployment benefits" under the unemployment insurance program from January 1 to April 15 each year.

Mr. Gregg admitted that we could not change our climate and for this reason could not eliminate seasonal unemployment entirely. He said, however, that "wholehearted co-operation" by everyone,

(Continued on page 73)

Vesting Provisions in Canadian Industrial Pension Plans

Worker's own contributions to pension plan invariably credited to him but considerable variety exists in practices followed in disposition of employer's contributions. This is 3rd article in pensions series

The basic purpose of a pension plan is to provide financially for workers after their retirement; but all workers do not continue working with the same firm until retirement. A worker may leave his job before reaching normal retirement age, and a problem then arises as to what should be done with the contributions to the pension plan made by him or on his behalf by his employer.

Analysis of the plans which form the basis of the present study indicates that the worker's own contributions are invariably credited to him. As will be seen later, there are significant differences in the manner of repayment, but he is seldom obliged to forego any part of the amount he has himself contributed to the pension fund.

In the disposition of the employer's contributions, however, there is considerably more variety in the practices followed. It is with this problem that the "vesting" provisions of a pension plan are designed to deal, by specifying whether any of the employer's contributions are to be credited to the worker, and if so under what conditions.

Vesting may be of importance to the worker under various circumstances. The occasion that arises most frequently is when the worker leaves his job before having attained the normal age of retirement. It is with this aspect of vesting that the present article deals. Other circumstances, not dealt with here, are those of disability or death before or after retirement or termination of employment. The article is further simplified in that it analyzes the vested right to the contributions paid for "future service" only, that is, for years of service after the introduction of a pension plan. It does not deal with the problem of vesting as it relates to "past service" contributions, which apply retroactively to an employee's years of service prior to the plan's introduction.

The great majority of the plans studied do provide for vesting of employer contributions. To say this, however, is to say very little, for the nature of vesting provisions varies greatly. Most plans set forth conditions which must be met before the worker is entitled to vesting rights in any of the money contributed by his employer to the pension plan on his behalf.

For example, most plans do not provide for the full vesting of the employer's contributions if the worker leaves before putting in a certain minimum number of years of service, usually at least ten years. Under some plans a worker gradually builds up a vested right to a higher and higher proportion of his employer's contributions, year by year. In some cases he must achieve a particular age before he acquires vesting rights. Combinations of these requirements are found in many plans.

The nature of various types of vesting provisions is dealt with in this article, which also shows the extent to which they appear in the 214 pension plans studied. The article also deals with the method of repayment of contributions, and discusses briefly the impact of vesting provisions on labour mobility.

This article, the third in a series, is based on a study of pension plans in effect in the larger Canadian establishments. The article deals with the various types of vesting provision found in Canadian industrial pension plans and shows the relative frequency of different provisions in the plans studied. The 214 plans studied are all in firms each of which, including their branch establishments, employs at least 500 workers. The plans cover both salaried employees and wage earners, and are representative of most sectors of Canadian industry. Other characteristics of the plans were described in the first article in this pension series, which dealt with contribution and benefit formulas, and appeared on pages 519-525 of the April issue. The second article (L.G., Sept. 1954, pp. 1238-1243) dealt with retirement policy.

Frequency of Vesting Provisions

Of the 214 plans which form the basis of the present study, 175 provide for the vesting of employer contributions and 39 do not.

One reason for the preponderance of plans with vesting (82 per cent) has to do with Canadian income tax requirements, which

provide certain standards of protection for the worker in regard to the vesting of the employer's contributions. An industrial pension plan must be approved by the Income Tax Division of the Department of National Revenue in order that the money contributed to the pension fund by an employer may be deductible for income tax purposes. One of the normal requirements for such approval[1] is that there must be full vesting of the employer's contributions by the time the worker has attained age 50, subject to his completion of 20 years of service with the company or participation in the plan.

Exception to this requirement is sometimes made under certain circumstances, for example, in the case of negotiated pension plans. If the Income Tax Division is satisfied that the pension plan has been negotiated through collective bargaining, it takes this as evidence that the plan is satisfactory to workers and management and may approve the plan, even though it lacks vesting provisions, if it otherwise meets desirable standards.

Types of Vesting Provision

From the worker's point of view, the most liberal type of vesting provision is that which gives him an immediate vested right to the employer's entire contributions. Such a plan gives him full freedom of movement, in that he can change his employment without losing any financial entitlement under the pension plan. Such plans are, however, comparatively expensive, and are not common. They are said to provide for "immediate vesting".

More commonly, a pension plan does not give the worker any benefits from the employer's contribution until he has been employed or has participated in the plan for a certain number of years. If he leaves his job beforehand he is entitled to the benefits of his own contributions to the pension fund but not his employer's. This type of plan is said to provide for "deferred vesting".

Some plans provide for a system of "graded" vesting, whereby the proportion of the employer's contributions that vests in the employee increases year by year until the entire amount is vested. In other plans the employee has "full" vesting as soon as he has any vesting at all; there is no intermediate stage, such as occurs in "graded" plans, during which he has partial vesting rights. Plans with "full" vesting were slightly more common than plans with "graded" vesting among those studied.

By combining the two distinctions made above, it is possible to speak of four basic types of vesting provisions: (1) immediate full; (2) immediate graded; (3) deferred full; (4) deferred graded.

The first two types of plan are not common. Only six plans provide immediate full vesting of the employer's contributions, and only two immediate graded. More typically the worker has to put in a number of years of service before he acquires any vested rights. As shown in Table 1, 88 plans have deferred full and 79 have deferred graded vesting provisions.

Service Requirements for Vesting

As noted above, the Department of National Revenue will normally approve a plan which provides for the complete vesting of employer contributions by the time the worker has put in 20 years of service.

A substantial proportion of the pension plans studied, however, contained vesting provisions more liberal than this standard.

As shown in Table 2, about one-seventh of the plans with vesting provisions provide for full vesting by the time the worker has participated in the plan for 10 years. In

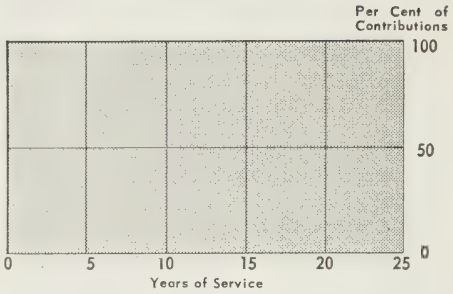
[1]Pension Plans for the Purpose of the Income Tax Division, Statement of Principles and Rules, issued by the Department of National Revenue, Taxation Division.

TABLE 1.—TYPES OF VESTING PROVISION IN 214 PENSION PLANS

Type of Provision	Number of Plans	Per Cent of Plans
Plans with no vesting provisions	39	18
Plans with "immediate full" vesting	6	3
Plans with "immediate graded" vesting	2	1
Plans with "deferred full" vesting	88	41
Plans with "deferred graded" vesting	79	37
Total with vesting	175	82
Total Plans	214	100

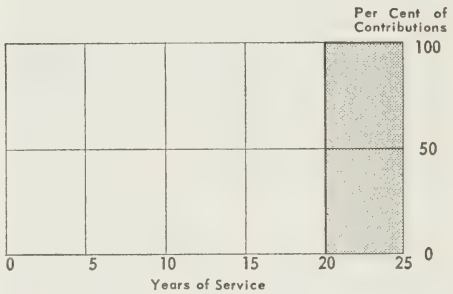
TYPICAL VESTING FORMULAS

Only rarely is a worker unconditionally given an immediate vested right to his employer's entire contributions to a pen sion plan (immediate full vesting), thus:-



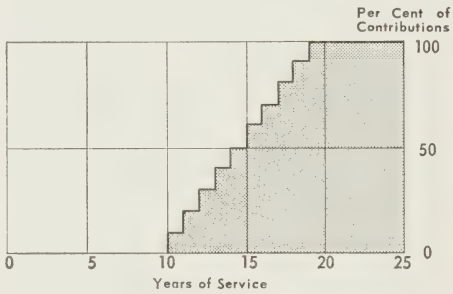
More commonly, he is not given any part of the employer's contributions until he has fulfilled certain requirements, usually a specified number of years of service.

In some plans, he is entitled to the full amount of the contributions after a stated number of years' service, e.g., 20 years' (known as deferred full vesting), thus:

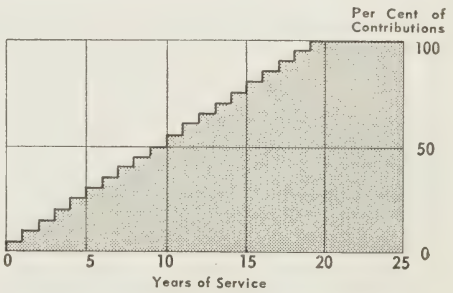


In another type of plan, he is entitled to a share of the contributions after a minimum service requirement is fulfilled, the share increasing by specified proportions until he is given a full vested right (this is described as graded vesting).

For example, under one formula, there are no vesting rights in the first ten years of service; at the end of 10 years, a vested right in 10 per cent of the contributions is given, increasing by 10 per cent each year so that full vesting rights are gained at the end of 19 years of service, thus:



In some plans graded vesting may begin immediately the worker joins the plan: he becomes entitled to 5 per cent of the contributions in his first year of service and an additional 5 per cent each year until he achieves full vesting rights after having completed 20 years' service, thus:



more than half the plans, however, full vesting occurs only after 20 years' service.

In 48 plans the worker has no vesting rights until the 20-year period has been completed. More commonly, however, the worker has built up fairly substantial vesting rights at an earlier stage.

A fairly typical formula grants the employee the right to 50 per cent of the employer's contributions after 10 years of service, with a 5-per-cent increase for each additional year of service, so that the employer's contributions vest in full after 20 years of service.

This and other common formulas are shown in Chart 1.

An attempt has been made, in Table 3, to show what the various plans offer the worker in regard to employer vesting at various stages in his working career.

A worker who has put in six years of service, for example, would have acquired no vesting rights under 184 of the 214 plans, the table shows. Under 10 plans, however, the worker with six years' service would have acquired full vesting, while under the remaining 20 he would have acquired partial vesting rights.

A worker with 11 years' service would have acquired full vesting rights under 27 plans and partial rights under 72 others. He would still be without any vesting rights at all, however, under 115 plans, more than half the total.

After 15 years, as the table shows, the balance shifts, and a majority of the plans provide for at least 50-per-cent vesting of the employer's contributions.

By 20 years, of course, practically all the plans provide for full vesting, except for those plans which lack a vesting provision altogether.

Non-Service Requirements for Vesting

Although most pension plans refer to years of service in their vesting clauses, an appreciable number refer instead to years of participation in the plan. Some plans have both "service" and "participation" requirements.

TABLE 2.—SERVICE* REQUIREMENTS FOR FULL VESTING IN 175 PENSION PLANS WITH VESTING PROVISIONS

——	Plans with graded vesting before full vesting		Plans with full vesting only		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Plans with immediate full vesting	.....	.....	6	7	6	3
Plans with full vesting after:						
Less than 10 years	.....	.....	4	4	4	2
10 years	2	2	15	16	16	9
11-14 years	4	5	.....	.....	5	3
15 years	12	15	18	19	31	18
19 years	6	7	.....	.....	4	2
20 years	54	67	48	51	102	59
More than 20 years	3	4	3	3	7	4
Total	81	100	94	100	175	100

* Some plans refer to years of "participation" rather than years of "service" in establishing the requirements for vesting. Some refer to both. For purposes of the present table, all plans have been included, and tabulated by years of service wherever possible; otherwise by years of participation.

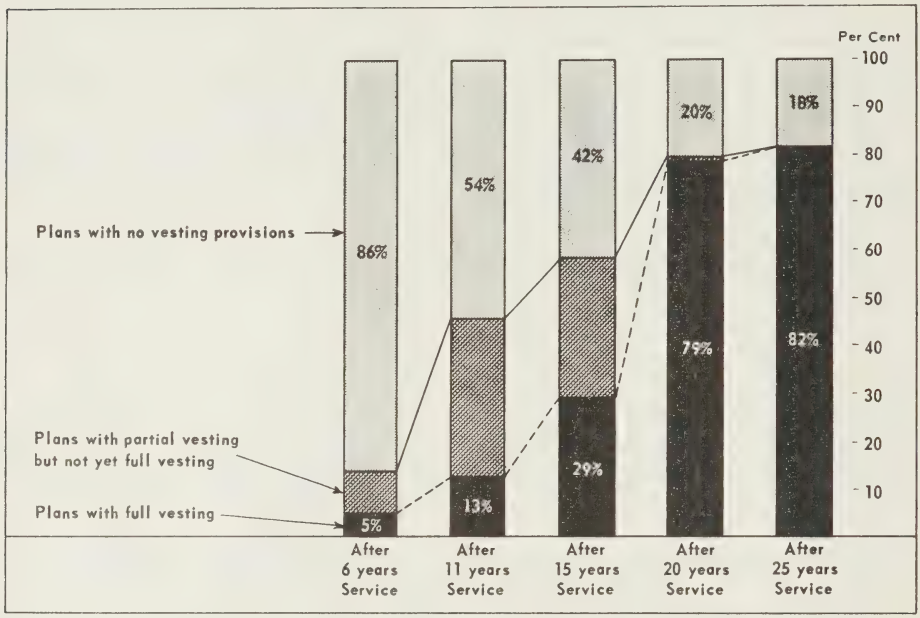
TABLE 3.—PROPORTION OF EMPLOYER'S CONTRIBUTIONS VESTING IN EMPLOYEE AFTER SELECTED PERIODS OF SERVICE* IN 214 PENSION PLANS

Years of Service or Participation	Percentage of Employer's Contributions Vesting in Employee						Total
	Nil	10-24%	25-49%	50-74%	75-99%	100%	
	No. of Plans	No. of Plans	No. of Plans	No. of Plans	No. of Plans	No. of Plans	
6 years	184	8	8	4	.....	10	214
11 years	115	27	13	31	1	27	214
15 years	90	.....	.....	47	16	61	214
20 years	42	.....	.....	.....	3	169	214
25 years	39	.....	.....	.....	.....	175	214

* Some plans refer to years of "participation" rather than years of "service" in establishing the requirements for vesting. Some refer to both. For purposes of the present table, all plans have been included, and tabulated by years o fservice wherever possible; otherwise by years of participation.

CHART 2

Extent to which Pension Plans Provide Vesting after Different Periods of Service



A requirement for "years of participation" in the plan is usually stricter than a service requirement. Many plans provide a waiting period before an employee may enter the pension plan. Thus, for an employee who starts work in a firm which already has a pension plan in operation, years of participation would be the same as years of service less any waiting period which may be required before entry into the plan.

The distinction between "years of service" and "years of participation" is also important when a plan is introduced. At the time a pension plan is set up, all employees have some "service" with the company, but no "participation" in the plan. A provision that allows an employee to count years of past service is obviously more useful to him than a clause allowing him to count only years of participation.

In Tables 2 and 3, plans which refer to years of participation (the minority) have been included with those which specify years of service, for purposes of convenience of analysis.

A number of plans include age requirements in their vesting formula. Usually, in such cases, a worker must reach a specified age *and also* have put in a specified number of years of service or participation in the plan before he is eligible for vesting.

Age requirements are seldom found in plans which provide for graded vesting, although this sometimes happens. In one plan a quite elaborate formula is used, providing for percentages of vesting which vary with both age group and years of service.

The age most frequently stipulated for male workers is 50 (see Table 4), in those plans which combine an age with a service or participation requirement. A lower age is sometimes set for females.

It should be noted that a few plans have a provision making age an *alternative* requirement to years of service. Under such plans an employee acquires full vesting rights at the age specified (usually 55) regardless of whether or not he has built up the customary service requirement.

Contributory and Non-contributory Plans

A contributory pension plan is one to which the employee, as well as the employer, contributes; a non-contributory plan is one to which the employee does not contribute, being financed entirely by the employer. A wide degree of difference was found between the vesting practices of contributory and non-contributory pension plans.

Only one-third of the non-contributory pension plans have vesting provisions at all (13 out of 38), while more than 90 per cent of the contributory plans have vesting provisions. There are a number of possible reasons for this difference.

A non-contributory plan, since it is financed entirely by the employer, is naturally more expensive to the employer than a contributory plan, provided that other things, such as benefits granted, are equal. The elimination of vesting provisions makes it possible to achieve a higher level of retirement benefits for a given cost.

Further, many of the non-contributory plans are negotiated, and thus may not have to allow for the vesting of the employer's contributions in order to qualify for exemption from taxable income. Since benefit levels are likely to be the primary concern of employees or of union negotiators, the inclusion of liberal vesting provisions might not be pressed for in bargaining.*

Non-negotiated plans, however, which are more likely to be contributory plans, must normally provide for full vesting after either the attainment of age 50, or the completion of 20 years of service or participation in the plan by the employee, in order to receive tax exemptions. Thus it is possible for the negotiated plan, which is more likely to be a non-contributory plan, to offer less liberal vesting provisions than a non-negotiated plan, and still to qualify for tax deductions.

Disposition of Contributions

The worker who changes his employment is sometimes given the alternative of taking contributions in cash or in the form of a deferred annuity.

This is a matter which obviously has important implications as to the way in which industrial pension plans will meet the objective of providing security for workers in their old age.

In regard to the return of employer contributions, almost all the plans require the worker to take a deferred annuity.

*The interest of unions in this general problem is, however, illustrated by a resolution of the fourteenth Annual Convention of the Canadian Congress of Labour urging the Federal Government to establish an "industrial pension plan" which would allow pension plan credits to accrue irrespective of the number of employers a worker has been with (L.G., Oct. 1954, p. 1407).

TABLE 4.—AGE REQUIREMENTS FOR COMPLETE VESTING IN 169 PENSION PLANS WITH DEFERRED VESTING PROVISIONS*

No age requirement (years of service and/or participation only)	128
Age requirement combined with service and/or participation requirement	34
Age requirement alternative to service and/or participation requirement	7
	169

* Includes 2 plans with "immediate graded" vesting.

This is the case in 165 out of 175 plans; in 6 of the other 10, the employee must take cash, while in 4 he is given an option of cash or annuity.

In many cases, of course, a worker will not remain in a job long enough to build up a vested right in the employer's contributions. If, however, he is able to invest his own contributions in a deferred annuity, he will have made some progress towards building up an income for himself when he retires, even though, by changing his employment, he loses his right to his employer's contributions.

The method by which his own contributions are returned to him thus acquires considerable significance.

Of a total of 173 plans for which there is information, in only 13 must the worker take a cash payment, compared to 56 plans in which he must take an annuity, to commence at normal retirement age or, in some cases, optionally earlier. In 104 plans the employee has the option of electing either an annuity or a cash payment. But this figure is partly misleading, for of these 104 plans, 97 have provisions for the vesting of the employer's contributions, and in 63 of these 97 plans the employee cannot elect a cash option if the employer's contributions are to vest. Thus there is a strong incentive for the employee to elect to take payment in the form of a deferred annuity, provided he has been with the company long enough to have established a vested right to at least some proportion of his employer's contributions. Further, in approximately one-fourth of the 160 plans where the employee must or may take an annuity, he may continue his contributions after the termination of his employment in order to build up his annuity.

When the employee's service with the company is short, however, since there is generally a waiting period before the employee can enter the pension plan, and since the employer's contributions generally do not vest in the employee until after a considerable period of time, there would be no loss to the employee selecting a cash

option. Further, in 30 of the 104 cash-annuity option plans, where the employee's service has been short, or where his annuity would be small, he cannot elect the annuity option. Thus, it becomes difficult for a worker who changes his employment to build up an annuity for his old age through the various industrial pension plans to which he may become subject in his various jobs.

As mentioned earlier, the contributions made by an employee towards a pension plan generally vest in that employee immediately and in full, with no deduction being made for administrative expenses. Nevertheless, the interest accumulated on the employee's contributions, and in some cases the amount of the employee's contributions returned to him, vary (see Table 5). In 24 cases his contributions would be returned to him with compound interest, in 29 cases with simple interest, in 55 cases without interest, while in the 6 "other" cases only the cash surrender value of the policy would be returned to him if he terminated his employment within the first few years of service.

Worker Security and Labour Mobility

While the basic purpose of a pension plan, from the employer's point of view, is to provide for the orderly retirement of the older worker, a secondary purpose may be to reduce turnover, particularly among his mature and skilled workers. If both these purposes operate effectively, the worker's security is assured in his old age and his mobility is curtailed during his working life. The vesting provision of a pension plan is the link between the worker's security and his mobility, and indicates the extent to which a worker may move from one job to another and still qualify for a pension on retirement.

Security under industrial pensions, as this study has shown, is not readily available to the mobile worker. This type of worker has difficulty in building up his pension credits. He is usually not entitled to any of the employer contributions made on his behalf. Moreover, as regards the return of his own contributions, he has little to lose, from the short-run point of view, in electing to take them in cash rather than in the form of a deferred annuity. He may, in fact, be obliged to do so in order to meet the expenses involved in changing his employment. Obviously, it is to the worker's long-run advantage to build up whatever pension credits he can through deferred annuities.*

By and large, however, the requirements for the complete vesting of the employer's contributions are such as to provide the fullest measure of security only to those workers who spend a substantial part of their working life with one employer (see Table 2). In only 12 of the 168 plans can the worker conceivably be entitled to full vesting with less than 10 years of service, and in 65 of them with less than 20 years of service. And in some of these cases, the attainment of a certain age, generally at least 45, is also required.

Consequently, the main area of conflict to be considered when dealing with vesting provisions is their impact upon labour mobility. While an employer instituting a pension plan desires thereby to be able to retire workers who have passed their productive peak, he also hopes to reduce the turnover of mature employees who would stand to lose financially should they terminate their employment prior to normal retirement age. The extent to which the

*The Minister of Labour, Hon. Milton F. Gregg, called attention to this problem during the course of an address to the annual convention of the Canadian Congress of Labour last September (L.G., Oct., 1954, p. 1394).

TABLE 5.—RETURN OF EMPLOYEE CONTRIBUTIONS ON TERMINATION OF EMPLOYMENT PRIOR TO NORMAL RETIREMENT AGE, IN 176 CONTRIBUTORY PLANS

Method of Payment

Amount Returned	Cash	Deferred Annuity	Option of cash or annuity	Other(1)	Total
Accumulated Contributions only	9	5	40	1	55
Contributions plus Simple Interest	3	7	17	2	29
Contributions plus Compound Interest	1	3	20	0	24
Other	0	1	5	0	6
No Information	0	40	22	0	62
Total	13	56	104	3	176

(1) In one case, there is no information. In the other two cases, an annuity is paid, exc t to women under 35 in one case, and with less than 15 years of service in the other.

mature worker contemplating a shift in jobs would stand to lose would depend upon the vesting provisions of the plan by which he is covered. Area pension plans covering a number of employers within the same industry would tend to minimize the importance of vesting provisions. However, until such time as pension credits are automatically transferred from one job to any other job, an area of conflict will exist between the employer's desire to retain skilled employees, by formulating the vesting provisions of his pension plan so as to make a shift in employment disadvantageous to such employees, and the employee's desire for liberal vesting provisions, so that a change of jobs would not entail a loss of pension credits.

16th Annual Convention of the Congress of Industrial Organizations

Delegates give approval to opening of negotiations for merger with AFL. President Walter Reuther sounds warning that automation poses threat of mass unemployment. Program for economic progress outlined

Merger with the American Federation of Labour, possibly sometime this year, was one of the major issues and highlights of the 16th annual convention of the Congress of Industrial Organizations held in Los Angeles, December 6 to 11. The CIO executive received the approval of convention delegates to open negotiations with the AFL aimed at the formation of a labour organization of more than 15,000,000 members.

The 500 delegates, representing some 5,000,000 industrial workers in the United States and Canada, were warned by their President, Walter P. Reuther, that recent technological changes in industry pose the threat of mass unemployment if steps are not taken to offset this development.

Secretary of Labour James P. Mitchell condemned the "right to work" laws which exist in 17 states and which have been continually criticized by organized labour.

In a move to guard labour's multi-million dollar welfare funds, the CIO approved the establishment of a "watch dog" committee which will investigate any traces of corruption and racketeering in connection with these funds.

President Reuther stated that the no-raiding pact with the American Federation of Labour "has the cardinal principle of organic unity," in discussing proposed amalgamation. He expressed the hope that this unity would come about "at the earliest possible time".

"It is my belief," the CIO head declared, "that there is in both the AFL and CIO a keen desire to work constructively together to push aside the obstacles to unity, in order that the division in the ranks of American labour may be ended. If that happens, we can look forward to accelerated progress by labour in America."

The CIO leader pledged that he would do everything he could to achieve a merger on an "honourable, forward-looking basis" but he did not specifically outline the essentials of such a pact.

George Meany, President of the American Federation of Labour, sent the CIO convention a message urging that the meeting of the merger committees of both labour organizations be held as soon as possible after the CIO convention. Speaking for 1,200,000 steelworkers, United Steelworkers President David J. MacDonald told the convention that members of both the CIO and the AFL wanted unity and needed it to achieve their maximum political, social and economic effectiveness. He assured small unions in both organizations that they need not fear being absorbed by the larger labour bodies.

Mr. MacDonald expressed confidence in Mr. Meany's good faith and in his ability to persuade his associates in the AFL to go along with an "honourable form" of unity that would safeguard the integrity of all unions.

Without unity, labour faces the prospect of being ground up in "innumerable meat-grinders," Mr. MacDonald warned. As a senior member of the CIO unity committee, he predicted that a merger would be achieved before the end of 1955.

A guarantee by the federal government that automatic factories will not result in mass unemployment and economic distress was asked by CIO President Reuther during the convention. In his annual report, the Congress head stressed his belief that immediate action was necessary if purchasing power was to keep up with the vast increases in productivity brought about by recent technological advances.

Mr. Reuther said that automation had opened up the possibility of abolishing poverty and raising living standards all over the world. He warned, however, that it could become a scourge unless steps were taken to ensure that the benefits of technological progress were shared equitably among all economic groups.

The CIO head said "social wisdom is called for to match scientific advances. The buying power of wages and salaries in this period must increase faster than the national economy's rising productivity —to make up for past lags and to give consumer income its much needed boost".

His program for economic progress contained the following major recommendations:—

1. Higher wages, improved welfare programs and a guaranteed annual wage.

2. An immediate increase of $200 in the present personal income tax exemption of $600 and other changes in tax policy to bolster consumer buying power.

3. Construction of at least 2,000,000 new housing units a year for the next 20 years.

4. Liberalization of the federal Social Security system and the public assistance programs administered by the states.

5. Adoption of a national health plan, with free choice of doctors and patients and with control of medical decisions left to the medical profession.

6. Overhauling of the unemployment insurance system to provide larger weekly payments over a longer period.

7. A rise in the federal minimum wage from the present level of 75 cents an hour to $1.25.

8. Strengthening of the farm price support program to give farmers more income and to increase the consumption of farm products.

9. A Government policy of low-interest loans to small businesses.

10. Special help for chronically distressed areas, with a view to restoring full employment by attracting new industries to areas hit by the decline of textiles, coal mining and other depressed industries.

11. An expanded federal program for the construction of schools, hospitals, roads, airports, parks and other public services.

In a move to eliminate racketeering and corruption in connection with its multi-million dollar welfare funds, the Congress approved the establishment of a permanent committee to survey and investigate such funds. Under Arthur J. Goldberg, CIO general counsel, the "watchdog" committee will co-operate with all public law enforcement agencies. Mr. Goldberg warned that his committee would not wait for Government authorities to act before taking punitive action against corrupt elements.

The committee under Mr. Goldberg's direction will consist of Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America; Joseph Curran, President of the National Maritime Union; and James G. Thimmes, Vice-president of the United Steelworkers of America.

Establishment of the new committee was approved by the unanimous vote of the convention delegates. Under a set of regulations, submitted by Mr. Goldberg on behalf of the committee, the following will apply to union welfare funds: all funds will be audited semi-annually by independent accountants; brokers performing no services will not receive fees or commissions; persons holding full-time jobs with unions or companies will receive no additional compensation for serving as fund trustees or administrators; insurance companies will be selected through competitive bidding; insurance carriers will make available to the parties and the union members protected by each fund a full statement on commissions, fees, dividends and claims experience, as well as a list of all persons to whom fees and dividends are paid; trustees and administrators will make annual reports to fund beneficiaries on all elements of fund financing; and all international unions will establish specific standards and conditions of performance for their locals and will act promptly to correct any abuses that occur.

State "right to work" laws which prohibit labour contract provisions that all workers must become union members were strongly criticized by Secretary of Labour James P. Mitchell, who brought the convention the greetings of President Eisenhower. Mr. Mitchell declared himself "categorically" opposed to such laws now in effect in 17 states, mostly in the South and the West.

The Labour Secretary said that states having such laws will find that they "do more harm than good". He said that such laws do not provide any jobs at all and also that "they result in undesirable limitations upon the freedom of workingmen and women and their employers to bargain collectively".

Restricted union security and the undermining of the basic strength of labour organizations resulted from such legislation, the Labour Secretary said. He added that when employers and unions representing a majority of their employees agree on a union shop they should have the right to have one.

Along the organizational front, the CIO prepared to welcome back members of the International Fur and Leather Workers Union. The Congress expelled the current union five years ago on charges of Communist domination.

The action to grant a charter to workers seceding from the parent body came after a local representing some 6,000 members notified the Congress that it was prepared to leave the Fur Workers if it could re-enter the CIO. John V. Riffe, Executive Vice-president of the Congress, assured the workers they would be welcome.

The CIO will establish a Leather Workers Organizational Committee on a national scale in order to bring about the return of the expelled workers. Mr. Riffe expressed certainty that the 35,000 leather workers now in the fur union would come into the new group.

The guaranteed annual wage will be pressed by labour in the auto industry in 1955, President Reuther told convention delegates at the opening session. The CIO leader said that "a guaranteed annual wage is economically sound and morally right". He added that in the 1955 negotiations with the major auto companies "we'll nail down a guaranteed annual wage".

A demand for an independent labour party at the state and national level received little consideration by the Congress. Replying to the request made by Michael J. Quill, President of the Transport Workers Union, Mr. Reuther said that the situation in the United States did not lend itself to the formation of a labour party with any real chance of success. The debate over political action was concluded with the unanimous adoption of a resolution endorsing the work on the CIO Political Action Committee and directing it to carry forward in its "traditional non-partisan manner".

Concerning the international sphere, the Congress approved a 9,000-word resolution on foreign policy calling for the Administration to cut tariffs as a means of encouraging trade and promoting the revival of European industries. For the first time, however, the CIO tempered its free trade position in another resolution that tariff reductions should not be destructive of basic American industries. This resolution was inserted at the insistence of President Emil Rieve of the Textile Workers Union, in view of the fact that fabric imports have had a considerable effect on the textile industry.

Walter Reuther was unanimously re-elected President of the Congress and all other members of the executive were returned to office without opposition.

CIO representatives on the committee negotiating merger with the AFL will consist of Mr. Reuther, Secretary-Treasurer James B. Carey and David J. MacDonald, President of the United Steelworkers of America.

12th Federal-Provincial Farm Labour Conference

Slight increase in demand for immigrants for work on farms expected this year. Movements of farm workers curtailed in 1954 by unseasonal weather. Delegates agree farm labour agreements should be continued

An increased demand for immigrants for work on Canadian farms was forecast by representatives attending the 12th Federal-Provincial Farm Labour Conference in Ottawa December 9-10. The conference, chaired by Walter Dawson, Director of the Special Services Branch, Department of Labour, was attended by delegates from the federal and provincial governments, officials from the governments of the United Kingdom, the United States, the West German Federal Republic and the Netherlands, and observers from the International Labour Organization, the Canadian Federation of Agriculture, the Canadian National Railways and other interested organizations.

Minister of Labour

The delegates were welcomed to the meeting by the Hon. Milton F. Gregg, Minister of Labour, who thanked them for the valuable work they were doing. He said that the co-operation which had been established at the conference in past meet-

ings had continued after the members had returned to their various jurisdictions. Mr. Gregg said that the need for an organized farm labour program was as great now as ever before and that the federal Government looked forward to the co-operation among governments and organizations interested in farm labour being extended to its fullest possible usefulness.

Deputy Minister of Labour

A. H. Brown, Deputy Minister of Labour, told the delegates that 1953's conference had resulted in the raising of standards of selection among immigrant workers from the point of view of the extent of their farm experience and suitability for work in agriculture in Canada. He added that there had been a reduction in the number of farm immigrants who came to this country.

The Deputy Minister expressed the belief that there might be increasing difficulty in getting the types of immigrants from Europe that were required for farm labour and that this would result in emphasis being placed more on farm labour recruitment within Canada.

Canadian Federation of Agriculture

Dr. H. H. Hannam, President of the Canadian Federation of Agriculture, told the conference that demands for farm workers would be as great if not a little greater in 1955 than they had been in 1954. He added that there might be a slight increase in the number of immigrants needed in 1955 for work on Canadian farms.

Provincial Reports

During the conference, the various provincial representatives reviewed the agricultural conditions in their jurisdictions in the past year. Across the country, unseasonable weather reduced the anticipated crop yield with the result that estimated labour requirements were often too high and farmers could not use the available supply.

It was reported that owing to the decline in industrial employment, the farm-to-city movement was reversed for the first time since the war and that in a period of declining employment, workers tend to stay on the farms.

In Ontario, there are now some 1,600 farmers who are taking advantage of workmen's compensation legislation, it was reported.

It was further pointed out that because of extremely poor climatic conditions, the annual movement of workers to the West for the harvest failed to take place as farmers had no work available.

Still another example of the weather interfering with planned labour needs was cited with reference to Nova Scotia. Here, hurricane conditions so damaged the apple crop of the Annapolis Valley that the original estimate of 600 to 650 workers had to be reduced to approximately 200.

Immigration

The German immigration movement of 1952 resulted in 1,465 workers coming to Canadian farms, the conference was told. Of this number, 1,237 have already paid for their passage—84 per cent of the total —and 228 are still in arrears. The 1953 movement saw 2,368 German workers brought over for farm work, of whom 1,721 have paid for their passage, roughly 84 per cent, and 647 still owe on this account.

In its review of the 1954 immigration program, the conference expressed satisfaction in the type of German farm workers who had come to Canada. Several delegates expressed the belief that the number of immigrants from Germany had been reduced because selection teams had required potential immigrants to have spent a year in farm work immediately before leaving for Canada.

The number of immigrants required for farm work in 1955 will probably be in excess of last year's total, conference members said, in making preliminary estimates of the requirements of the various regions throughout the country.

Other Business

During the two-day conference, the delegates were addressed on the general economic outlook for Canada in 1955 by V. J. Macklin, Director of the Economics and Research Branch of the Department of Trade and Commerce. Walter E. Duffett, Director of the Economics and Research Branch, Department of Labour, outlined for the members the general employment outlook in the country for the coming year.

Working conditions on farms were discussed by the members with reference being made to such matters as workmen's compensation, hours of work, wages, social security, efficiency on farms, relations between farm operators and paid workers, living conditions and year-round employment. Leading the discussion on these aspects of farm labour were J. A. Carroll of the Ontario Department of Agriculture and Paul Casselman, Economics and Research Branch of the Department of Labour.

With respect to the Federal-Provincial farm-labour agreements for 1955-56, conference delegates expressed general agreement that the program should be continued.

Fatal Industrial Accidents in Canada during the Third Quarter of 1954*

44 more fatalities occurred in third quarter than in second quarter this year. Number recorded for July, August and September was 352

There were 352[1] industrial fatalities in Canada in the third quarter of 1954, according to the latest reports received by the Department of Labour. This marks an increase of 44 fatalities from the previous quarter, in which 308 were recorded, including 15 in a supplementary list.

During the quarter under review, three accidents resulted in the deaths of three persons in each case. On July 29, at Springhill, N.S., three coal miners were killed when a four-ton rock rolled down a mine shaft and struck the "rake" carrying the men to the surface. At Copper Cliff, Ont., three construction workers lost their lives on September 10, when a cable supporting the scaffold on which they were working snapped, hurling them 200 feet to the ground. Three employees of a Canadian telephone company were killed at Thule, Greenland, on September 12, when the aircraft in which they were travelling crashed while attempting to land.

Grouped by industries, the largest number of fatalities, 85, was recorded in the construction industry. Of these, 38 occurred in highway and bridge construction, 27 in buildings and structures and 20 in miscellaneous construction. In the previous three-month period, 46 fatalities were reported in construction, including 16 in buildings and structures and 15 in each of highway and bridge and miscellaneous construction groups.

Of the 53 accidental deaths reported in the mining industry during the quarter under review, 30 occurred in metalliferous mining, 13 in coal mining and 10 in non-metallic mining. In the preceding three months 41 fatalities were recorded in mining, including 28 in metalliferous mining and eight in non-metallic mining.

There were 46 industrial fatalities in manufacturing in the third quarter of 1954, of which 14 occurred in iron and steel, seven in non-metallic mineral products and five in the wood products group. During the previous quarter 54 deaths were recorded, including 12 in wood products, 10 in iron and steel and eight in the pulp and paper industry.

Forty-six persons died as a result of accidents in the transportation industry during the third quarter of 1954. Of these, 19 were in steam railways, 11 in water transportation and nine in local and highway transportation. In the previous three-month period 52 fatalities were listed, of which 24 occurred in water transportation, 11 in steam railways and nine in local and highway transportation.

In the agriculture industry 39 fatalities have been recorded, an increase of 13 over the number reported in the previous quarter. During the third quarter of 1953, 44 fatalities were reported in this industry.

Accidents in the logging industry caused 38 deaths during July, August and September, compared with 45 in the previous three months. In the third quarter of the previous year accidents in logging cost the lives of 40 workers.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

**See* Tables H-1 and H-2 at back of book.

[1]The number of industrial fatalities that occurred during the third quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

An analysis of the causes of the 352 fatalities that occurred during the quarter shows that 94 (27 per cent) of the victims had been "struck by tools or machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by objects falling or flying in mines and quarries (17), landslides or cave-ins (13) and falling trees or limbs (11). "Collisions, derailments, wrecks, etc.," were responsible for 81 (23 per cent) of the total deaths during the period. These included 31 fatalities involving automobiles and trucks, 18 as a result of tractor and loadmobile accidents and 16 involving watercraft. In the classification "falls and slips" 74 fatalities were reported. Of these, 73 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 90. In Quebec, there were 76 and in British Columbia, 73.

During the quarter under review, there were 127 fatalities in July, 117 in August and 108 in September.

Pay Boost Averts U.K. Rail Strike 3 Days before Scheduled Start

A national railway strike scheduled for midnight January 9 was called off in the United Kingdom on January 6 by the 400,000-member National Union of Railwaymen following negotiations with the Government and the British Transport Commission, which operates the state-owned railways. Following a day of negotiations, the union executive said that it had been given certain promises during the discussions and added: "We are of the opinion that the assurances create a satisfactory basis for immediate negotiation and settlement."

The rail union reported that the Transport Commission had pledged wage increases for the workers and that rates would be adjusted "in the light of past events". United Kingdom Labour Minister Sir Walter Monckton, when told the strike was cancelled, said that he was "very glad that reason has prevailed and prevented what would have been a great hardship to a great number of people".

Under the terms of the first part of a report issued by a government-appointed three-man court of inquiry, some 60,000 of the lowest paid workers on the railways will receive increases amounting to six shillings a week. The lower paid workers include porters and other starting grades. Track section men will receive five shillings more a week in the first year.

Union negotiators said on January 8 that the new increases, approved by the court of inquiry, should be accepted as a base rate on which a wage structure would be built. Machinery would then be established to deal with other rates and grades immediately, they said.

Wage increases for the first 60,000 workers will cost the railways about £1,000,000 a year, it is estimated. If the Transport Commission is forced to grant substantial increases to the remaining 350,000 workers, the total increase in the annual wage bill might rise as much as £15,000,000, it is reported.

The three-man commission, which was appointed when strike action became imminent, has stated that the new rates are to be effective from January 10 and that any further pay boosts will be retroactive to the same date. A settlement reached in October 1954 was subsequently rejected by the union. In 1953, the rail workers threatened strike action, which was cancelled when the Transport Commission granted wage increases of four shillings a week.

In an interim report, the court of inquiry said that since the nation had nationalized the railways, it had to be prepared to meet the cost of paying "fair and adequate wages." Rail union secretary J. Campbell, speaking for the 24-member executive of the labour organization, said, following the board's report, "if negotiations with the Transport Commission are not satisfactory, the strike will have to be reimposed".

During a little more than a year the Transport Commission has granted two wage increases. It has stated that its finances cannot support further pay boosts and that an increase in fares and freight rates would put it at a disadvantage in competition with road transport. Several weeks ago the Government refused to consider the granting of a subsidy, suggested by the union to meet the costs of pay increases.

50 Years Ago This Month

During past 12 months, employment less active than in previous year in some branches of Canadian industry, according to year-end review of labour conditions—in 1904. Export trade decreased during year

General activity of employment and industry prevailed throughout Canada during the past twelve months, though the year as compared with the last one showed in a few branches less uniformly busy conditions. Fishing and lumbering operations reported diminished returns, and the export trade of the country was not as heavy as in the previous year.

The years referred to above were 1903 and 1904. The remarks were contained in the January 1905 issue of the LABOUR GAZETTE in a year-end review.

The greatest economic development in 1904 took place in Manitoba and the Northwest Territories as large areas were opened for settlement and as immigration continued to be substantial.

Wages continued to rise throughout the year, though not at the same rate as in 1903, and the GAZETTE noted a number of instances where large groups of workers had had their wages reduced.

In Ontario, Manitoba and the Northwest Territories, wages for farm labour stayed at an "exceptionally high" level throughout the year. Experienced farm labour was receiving from $25 to $30 a month with board in Ontario during the summer while workers in Western Canada averaged from $30 to $40 a month with board during the harvesting season.

Wage reductions went into effect for workers in the lumbering industry both in Eastern and Western Canada. Work on reduced schedules was also noticeable in some manufacturing industries, particularly in plants producing iron goods.

The cost of living in Canada in 1904 was affected by a rise in the prices of several staple commodities. Bread prices increased about one cent a loaf. Fresh meats, cured meats, canned goods, fish products, potatoes, sugar and coal all increased in price during the year.

In its year-end résumé, the GAZETTE said that the "living expenses and standard of comfort of the working classes" were considerably affected by the scarcity of housing. Montreal, Quebec, Toronto, Hamilton and Guelph were cited as areas where housing was particularly short. One major reason advanced for the shortage was the "reluctance of capitalists to invest in workmen's houses" because of the high price of lumber and other building materials, the increase in civic assessments and taxes, wage increases and the threat of strikes.

Progress in immigration in 1904 was called "exceptional". During the year, up to and including November, 122,247 immigrants arrived in Canada, the majority being sent direct to Winnipeg for settlement in the West. For the fiscal year ending June 30, the GAZETTE reported that Canada had received 130,330 new arrivals compared with 124,658 for the same period in 1903.

Far fewer strikes occurred in 1904 than in the previous year, the record standing at 103 compared with 160. The loss in working days caused by strikes and lockouts totalled 278,956 and the number of workers involved amounted to 15,665.

The two major industrial disputes during the year affected some 1,500 employees at the Dominion Iron and Steel Co. at Sydney, N.S. (L.G., Aug., p. 1127), and 1,350 workers directly and 1,600 indirectly in the building trades industry in Toronto. Neither strike could compare with those which affected the coal miners, railway workers and longshoremen in 1903, the GAZETTE remarked.

Turning to the outstanding legal decisions of 1904 which affected labour, the GAZETTE cited the awarding of damages to the amount of $12,500 against the Rossland Miners' Union "for intimidation and besetting during the progress of a strike".

Labour organizational activity decreased during 1904, compared with the previous year. During the year, 118 new unions were formed whereas 275 had been organized in 1903. The Trades and Labour Congress of Canada at its annual convention in Montreal reported a membership of 22,010. The TLC made an important addition to its staff during the year, a solicitor being appointed to look after legislation sought by the Congress.

International Labour Organization

127th Session of ILO Governing Body

Forced labour scheduled for discussion at 1956 conference; 22 charges of violation of trade-union rights reviewed, five dismissed. Canada re-elected to all industrial committees, financial contribution cut

An expression of confidence in its Committee on Freedom of Association at the request of a member of the workers' delegation marked the closing stages of the 127th session of the Governing Body of the International Labour Organization held in Rome from November 8 to 20. The motion of confidence, which was passed by a vote of 33 in favour, with one abstention, resulted when a Netherlands delegate charged that a USSR representative had accused worker members on the Committee of being "partial".

In addition to beginning work on the problem of forced labour, which will be dealt with at the 1956 conference of the ILO, the Governing Body approved a new scale of contributions for member nations to the Organization, elected members to its major committees and discussed the possibility of amending the ILO constitution concerning the appointment of worker and employer delegates.

During the two-week session, the Canadian Government was represented by A. H. Brown, Deputy Minister of Labour, assisted by Paul Goulet, Director of the ILO Branch, Department of Labour. Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations, and J. E. G. Hardy of the Canadian Embassy staff at Rome acted as substitute delegates.

Freedom of Association

Violations of trade-union rights in 22 cases were reviewed by the Governing Body in the report of the Committee on Freedom of Association. Of this number, 15 were adjourned awaiting further consideration and observations from governments. Of the seven cases examined by the Committee, five relating to France (Sudan), the United Kingdom (British Guiana), the United States, Argentina and Costa Rica were dismissed.

The Committee presented interim reports on two cases relating to Iran and Greece. Most of the allegations submitted in these cases were considered not to constitute infringements of trade-union rights. The Governing Body approved the report without opposition, the USSR government member abstaining in the vote.

Forced Labour

The annual conference of the International Labour Organization in 1956 will debate the question of adopting an instrument on forced labour as the result of the unanimous vote of the 20 government members, the 10 employer and 10 worker delegates of the Governing Body.

At the authorization of the Governing Body, Director-General David A. Morse will query governments concerning an extension of standards on this matter. The ILO's 70 member countries will be asked whether they want an ILO Convention, which would require ratification by member states before coming into force, or an official Recommendation, which would not.

Technical Assistance

Due to a continued shortage of funds in 1954, a decrease was registered in the number of ILO experts sent out under the ILO Technical Assistance Program, the Technical Assistance Committee reported to the Governing Body. A recent increase in funds had caused operations to pick up somewhat, the report noted.

The Governing Body agreed that Burma, Guatemala, Iran and Libya should be the centres of special evaluation inquiries in

Forced labour as a means of political punishment was condemned last month by the Social, Humanitarian and Cultural Committee of the United Nations General Assembly. The vote was 31 to 5, with the Communist bloc registering the opposition votes and 12 African-Asian nations abstaining.

The resolution condemns "the existence of systems of forced labour which are employed as a means of political coercion and punishment for holding or expressing political views, and which are on such a scale as to constitute an important element in the economy of a given country".

1955 and that India be added to the list of countries to be selected for special investigation in 1956.

Speaking for the worker members of the Governing Body, the General Secretary of the Indian National Trade Union Congress declared that the present volume of technical assistance was totally inadequate in relation to needs. He expressed the hope that financial support for the program would be substantially increased in the very near future.

Membership on Committees

In reviewing membership on the Industrial Committee, the Advisory Committee on Salaried Employees and Professional Workers and the Committee on Work on Plantations, the Governing Body took note of the following principles in selecting members: the interest shown by applicant countries in the work of the committees on which they have served, the relative importance of the industry to the countries concerned and the desirability of obtaining an appropriate geographic representation.

As a result of a vote by the Committee on Industrial Committees, Canada was re-elected to the eight industrial committees but is not a member of those dealing with Salaried Employees and Professional Workers and Work on Plantations.

During the Governing Body's deliberations, several worker members proposed the establishment of two new industrial committees. At various times, the ILO has received requests for the establishment of committees which would cover the following industries: lumber and wood-working; non-ferrous metals; the hotel industry; the printing trades; the paper and paperboard trades; mines other than coal mines; paper and cellulose; the leather and shoe industries; glass and ceramics; sugar; margarine, oils and fats; bakeries; and clothing.

The request was rejected by the Governing Body by a vote of 24 to 11 with three abstentions. The Canadian Government member voted in favour of not establishing any new committees at this time.

Other Matters

The 39th session of the International Labour Conference will be held in Geneva, opening June 6, 1956, the Governing Body decided after some debate. Among the items to be discussed at that time are the following: report of the Director-General, financial and budgetary questions, informations and reports on the application of Conventions and Recommendations, vocational training in agriculture, and welfare facilities for workers.

A debate occurred on the number of other items to be discussed at the 1956 session, including the Director-General's law and practice reports on forced labour, weekly rest in commerce and offices, and living and working conditions of indigenous populations in independent countries.

Several government members, including Mr. Brown, indicated a preference for discussion of two new items only, in order not to overload the agenda. A vote was taken which favoured discussion of the three reports by 21 to 17, with one abstention.

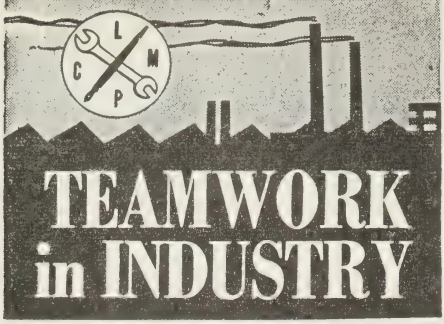
As a result of discussions by the Committee on Allocations, Canada's contribution for 1956 will be 3·63 per cent of the total budget as compared with 3·98 per cent in 1955. Both the Canadian and the Australian government members recommended that the scale of contributions approach more closely that in effect in the United Nations.

A Canadian proposal that the ILO scale be brought into line with the UN standard in three equal steps over the years 1957, 1958 and 1959 was referred to the next session of the Governing Body.

Proposals for holding an *ad hoc* meeting on conditions of employment in civil aviation some time in 1956 received the approval of the Governing Body, with Canada voting against the proposal. The Canadian and United States government members did not feel that such a meeting was required at the present time.

On the question of whether the proposed meeting is to be tripartite or bipartite, the Canadian government member voted with the majority that only worker and employer delegates should be in attendance.

A proposal from the worker members that the ILO's constitution be revised in order that worker and employer delegates be nominated "by organizations of workers and employers which are free and independent of their governments" was postponed until the next session of the Governing Body. The constitution at present provides that governments must nominate worker and employer delegates chosen "in agreement" with the "most representative" worker and employer organizations of the country. The workers' members agreed not to press for a decision on their proposal after government representatives had explained that they had not had time to consult their governments.



1,200 Attend Open House

More than 1,200 persons—almost half the population of Ocean Falls, B.C.—took advantage of the opportunity afforded them to see the Crown Zellerbach Canada Limited plant in operation when the company staged an elaborate "Open House" party.

The visitors arrived singly and by family groups to see how paper is made, and to study with interest the intricate machinery that turns it out.

The guests were met at the gates of the plant by R. R. Ferguson, resident Manager, and T. W. Terry, President of Local 3125, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and were then ushered to registration tables, given a tour pamphlet, and in groups of eight to twelve made the rounds. Each group had a guide, drawn from departments of the operation, including supervisors, engineers, office staff and operators.

The event was scheduled to begin at 2 o'clock in the afternoon but long before the appointed hour guests were streaming across the bridge leading to the main gates of the plant.

Starting at the sawmill, the tour took the guests through the entire process of manufacturing paper, from the log to the finished sheet, and gave them a close look at the operation.

Sponsored by the Labour-Management Committee at Crown Zellerbach, the "Open House" is an annual event at Ocean Falls; but this year it had a little extra significance. This was the 40th anniversary of the establishment in Ocean Falls of Crown Zellerbach as an incorporated company. The theme of the "Open House" was woven around this fact and the committee prepared to handle the largest number of visitors in its history.

A nursery was set up, with the help of the women of the swimming club, to look after the children who were too young to accompany their parents through the plant; this turned out to be a very successful operation.

After the tour, the guests were served refreshments at a local hotel, with the women workers from the plant finishing room acting as hostesses.

As a sideline to the tour there was an essay contest for the children of the town, sponsored by the officials in charge of the "Open House", the students being divided into two groups—elementary and high school. Naturally, the scholars gave guides a lively time with their numerous questions about plant operations.

* * *

A recent issue of the *Accident Prevention Bulletin,* published in Sydney, Australia, carried an excerpt from a story on safety procedures which was carried originally in *Teamwork in Industry,* published by this Department.

Keep Safety Rules, LMPC Urges

Naugatalk, publication of the LMPC at Naugatalk Chemicals, division of Dominion Rubber Company Limited, Elmira, Ont., draws attention in a brief article to the importance of employees keeping inviolate safety rules instituted by their company.

Used as the "horrible example" in the article is the "sneak smoker"—the fellow who always wants to take a few puffs when he is in some area where smoking is prohibited by company rules.

The story cites the adverse results of one such episode. In a rubber company plant in the United States a number of employees were put out of work for a week and damage amounting to $11,000 was caused by a fire believed started by an employee "stealing" a smoke.

Fortunately, most employees in most plants are safety-conscious and will not engage in practices that endanger life and property.

Through constant reminders to employees, the smoking in non-smoking areas can be kept to a minimum if not eliminated. LMPCs can help greatly in this work with oral and written messages to employees.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Arbitrator Makes Award in Dispute of Railways, Non-Operating Unions

Chief Justice Sloan's award, received November 22, brings to an end a dispute that began more than a year earlier, on November 2, 1953

On November 22, 1954, the Hon. Milton F. Gregg, Minister of Labour, on the request of the parties concerned, made known the award of the arbitrator, Chief Justice Gordon McG. Sloan, in the dispute between the non-operating railway employees and the railway companies. The complete text of the award is reprinted below.

The award, effective January 1, 1955, grants, in part, two of the employees' four requests.

Both parties to the dispute agreed in August to accept arbitration, after negotiations had become deadlocked. These negotiations followed formal conciliation proceedings under the provisions of the Industrial Relations and Disputes Investigation Act and a vote by members of the unions involved in favour of strike action. The Prime Minister, Rt. Hon. Louis S. St. Laurent, had intimated during the post-conciliation period that if the dispute were not settled he would summon Parliament for an emergency session and recommend that Parliament provide for compulsory arbitration. Later that month Chief Justice Gordon McG. Sloan was appointed arbitrator.

Parties to the dispute were the Canadian National Railways, Canadian Pacific Railway Company, certain of their ancillary and subsidiary operations, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway Company, and 14 international and national railway unions, representing 145,000 non-operating employees (excluding water transport employees) as follows:

Brotherhood of Maintenance of Way Employees;
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;
International Association of Machinists;
International Moulders and Foundry Workers Union of North America;
Sheet Metal Workers International Association;
United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada;
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers;
Brotherhood of Railway Carmen of America;
International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers;
International Brotherhood of Electrical Workers;
Commercial Telegraphers' Union;
Brotherhood of Railroad Signalmen of America;
Canadian Brotherhood of Railway Employees and Other Transport Workers;
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

The existing agreement between the railway companies and the unions representing their non-operating employees was due to expire December 1, 1953. In the previous September, the unions' joint negotiating committee, under the chairmanship of Frank H. Hall, met in Montreal to formulate the terms of the revisions they would seek in the new agreements. It was agreed at this meeting not to ask for pay increases but to seek fringe benefits.

On November 2, the General Chairman, Mr. Hall, served notice on the companies as follows:

Dear Sir:

Please accept this as a notice served in accordance with the procedures of the Industrial Relations and Disputes Investigation Act and provisions of existing agree-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

ments, of desire to revise and supplement said agreements to make effective the following proposals:

1. Effective with the calendar year 1954 all employees shall be given holidays off with pay each year as follows—

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

and

such other days as may be designated or proclaimed to be holidays by the Federal Government.

If an employee performs any service on any such holiday he shall be paid not less than eight (8) hours at double his regular rate of pay, in addition to the regular pay for that holiday.

If any of the holidays specified and referred to above shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday.

2. Annual vacations with pay rules shall be revised to provide the following—

(a) An employee shall be allowed vacation with pay for service rendered in the first calendar year on the basis of one day's vacation for each twenty-five (25) days' service, or major portion thereof;

(b) After one year of service, ten consecutive working days vacation;

(c) After ten years' service, fifteen (15) consecutive working days' vacation;

(d) After fifteen years' service, twenty (20) consecutive working days' vacation;

(e) Provisions as to vacation qualifications in the respective agreements shall be modified consistent with the foregoing;

(f) Time off because of sickness, injury, jury duty, court attendance or committee work, whether compensated or not, and all paid holidays, shall be counted as service in computing the number of days of service necessary to qualify for a vacation;

(g) An employee qualified for vacation with pay who leaves the service for any reason shall be granted full vacation pay earned up to the time of the termination of his service. This shall include pay for vacation earned in the preceding year and not yet granted, and the vacation earned in the current year;

(h) If a paid holiday shall fall during the employee's vacation period, he shall be granted one additional day of vacation for each such holiday;

(i) If the employee performs service on any day in his vacation period, he shall be paid for each such day not less than eight hours' pay, at double the regular rate of his position, in addition to his vacation pay; service beyond eight hours shall be paid at double the regular rate of his position;

If the railway does not grant actual time off for all vacation due, the employee shall be paid in accordance with this clause, for a period during the calendar year equivalent to the vacation to which he is entitled;

(j) If any employee shall leave the service of the railway to enter the armed forces retaining his seniority rights with the railway, he shall be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years shall not have been given him at the time of leaving. Time spent in the armed forces during which seniority is accumulating shall be considered continuous service;

(k) Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

3. Employees shall be allowed up to eighteen (18) days' pay per year for time lost on account of sickness. Unused days shall be cumulated to an employee's credit.

4. Any employee who performs service on a Sunday which is not his rest day shall be paid for a minimum of eight hours at one and one-half times the applicable straight time hourly rate of pay. Any employee who performs service on a Sunday which is his rest day shall be paid for a minimum of eight hours at double the applicable straight time hourly rate of pay. Service beyond eight hours on any Sunday shall be compensated at double the applicable straight time hourly rate of pay.

It is requested that this matter be dealt with in joint conference with the railways who were parties to the "Master Agreement" of February 7, 1953, on whom similar notices are being served, and the various organizations listed hereunder on a national basis, as has been customary for a great number of years.

Brotherhood of Maintenance of Way Employees.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Division No. 4, Railway Employees' Department, A.F. of L.

Canadian National Railway System Federation No. 11.

Brotherhood of Railway Carmen of America.

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers.

International Brotherhood of Electrical Workers.

Commercial Telegraphers' Union.

Brotherhood of Railroad Signalmen of America.

Canadian Brotherhood of Railway Employees and Other Transport Workers.

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

It is desired that a conference be held at the earliest practicable date, at least prior to November 23, 1953. Will you kindly confer with the other railways and advise as to the date on which it will be agreeable to meet with the Joint Negotiating Committee, with a copy to Messrs, F. H. Hall, Chairman, and G. R. Pawson, Secretary, whose addresses are, respectively,

1029 University Tower,
Montreal, Que.,
and
17 Macdonnell Avenue,
Toronto 3. Ont.

Yours very truly,
General Chairman.

The railway companies rejected the unions' demands on the ground that their present economic circumstances did not permit them to accept any of the proposals.

They estimated that the cost involved in acceptance of these requests would be in excess of $60,000,000. (The union's estimate was $34,000,000.) The present revenue of the railways, the companies stated, was already insufficient for current needs and business prospects for the year were uncertain. With competition increasing in intensity and effectiveness, it would become more difficult to recover additional costs through the medium of increased freight rates. For these reasons and the obligation of safeguarding their financial stability, the companies stated they could not accept any further increases in costs. They made no counter proposals.

On failure to arrive at a settlement, the union negotiating committee requested the Minister of Labour to conciliate the dispute and two senior officers of the Department of Labour were appointed by him.

Their efforts were unsuccessful and, on December 31, 1953, the Minister established a Board of Conciliation under the provisions of the Industrial Relations and Disputes Investigation Act.

The Board was under the chairmanship of the Hon. Mr. Justice R. L. Kellock, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Marshall M. Porter, QC, of Calgary, the companies' nominee, and A. J. Wickens, QC, Moose Jaw, nominee of the unions.

The Board met the parties to the dispute in February in Montreal and, being unable to resolve the differences between them, the members of the Board submitted their reports and recommendations to the Minister of Labour on April 26, 1954.

In summary, the recommendations contained in the reports were as follows: (For complete text, see L.G., June 1954, p. 817.)

(1) Holidays with Pay

Mr. Justice Kellock's Recommendations—Three days and continuation of present practice in regard to the other demands.

Mr. Wickens' Recommendations—Seven days;

Time and a half in addition for all employees for *any* time worked on those holidays, with a minimum of four hours for a call out; that minimum to be varied up or down according to local or special conditions, by negotiations between the parties;

An employee whose regular tour of duty falls on a statutory holiday to be granted an alternative day, to be arranged with the company;

An employee whose annual holiday includes a statutory holiday to receive an extra day in the annual holiday.

(2) Vacations with Pay

Mr. Justice Kellock's Recommendations—Three weeks with pay after 25 years' service;

Entitlement to first paid vacation to be on basis of a year regardless of whether or not the required length of service falls across two calendar years;

On separation from employment, full vacation pay earned up to time of termination of service;

An employee who leaves to enter the armed forces and retains his seniority rights with the railway to be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years he has not received at time of leaving.

Mr. Wickens' Recommendations—Monthly-rated employees to continue as now, two weeks with pay after one year;

Hourly-rated employees to receive one week with pay after one year and two weeks with pay after two years;

All to receive three weeks with pay after 15 years' service;

The number of working days or days considered worked to constitute a year's service to be determined by agreement between the parties;

Years of service to be computed from the date of commencement of service, not as at present.

(3) Sick Leave with Pay

Mr. Justice Kellock's Recommendations—Although he could not recommend the proposal in its present form, Mr. Justice Kellock was of the opinion that the time has come when a suitable plan should be devised, and recommended that the railways take or continue steps to that end.

99629—4

Mr. Wickens' Recommendations—This question to be referred to the pensions negotiating committee and the companies, to work out a comprehensive jointly contributory scheme covering all employees.

(4) Payment for Sunday Work

Board's Recommendation—Not recommended by Board.

NOTE: In his report, Mr. Porter counselled the unions to refrain from pressing any of their demands at this time.

The recommendations made by the Board were rejected by the unions and the railway companies. The unions said that the matters in dispute were being submitted to the employees affected for an expression of their willingness to withdraw from railway service in the event that subsequent negotiations would prove unsuccessful. The companies stated that their financial position did not permit them to undertake any additional expense.

The Minister of Labour then requested the parties to resume negotiations, which they agreed to do, but on June 22 they informed him that no settlement emerged from their discussions.

The joint negotiating committee then proceeded with its plans for the taking of a strike ballot and on August 11 the result was announced. About 90 per cent of the members, the committee reported, had voted in favour of strike action; no date for the strike was announced.

Following this, the Minister of Labour made one more attempt to mediate the dispute. His efforts, however, were unsuccessful and the Prime Minister, who was on vacation at the time, returned to Ottawa and made a last-minute attempt to bring the parties into agreement, but they were again unable to bridge their differences.

When the resources of negotiation between the two sides were exhausted, the Prime Minister requested them to agree to arbitrate the dispute. If they could not agree to do so, the only course open to the Government would be to call Parliament into session to deal with the situation, he said.

The railways indicated willingness to accept arbitration, in the following statement:

Montreal, August 19, 1954.

Donald Gordon, President of the Canadian National Railways; W. A. Mather, President of the Canadian Pacific Railway Company; N. R. Crump, Vice-President of the Canadian Pacific Railway Company; W. H. Hobbs, Vice-President, Canadian National Railways; P. W. Hankinson, General Manager, Toronto, Hamilton & Buffalo Railway; and A. Freeman, General Manager, Ontario Northland Railway, the heads of Canada's railways who were involved in recent labour discussions, said today that during the discussions which were renewed at the request of the Prime Minister every possible avenue was explored with a view to affecting a settlement but that it was found impossible to reach an agreement on all points at issue which could be considered reasonable or practical, and an offer made by the railways to arbitrate the points remaining under dispute was unacceptable to the Joint Negotiating Committee of the Non-Operating Labour Organizations. In these circumstances both parties reported the situation to the Prime Minister and to the Minister of Labour.

In due course and in answer to a question from the Prime Minister, Railway Management agreed to having the whole dispute referred to arbitration as appointed by Government for a settlement which would be binding on all parties. In these circumstances the railways do not feel free to make public any proposals made during the effort to reach a settlement in view of the stipulation during the conversations with the Joint Negotiating Committee that all proposals made in an effort to reach a settlement were to be withdrawn if negotions should be broken off.

In the circumstances, Mr. Hall recommended to the joint negotiating committee to accept arbitration, in the following statement:

In view of developments concerning our dispute with the railways, including the fact that we have been informed the government will take steps to prevent exercise of the strike mandate we have from the employees, I have given agonizing reappraisal to our position in the matter. The Prime Minister's statement that a special session of Parliament will be called to deal with the subject following the setting of a date for withdrawal from service, implies, of course, that arbitration of the dispute will be imposed as it was in a former dispute.

The certainty of this causes me to recommend that we now agree to accept arbitration, thus obviating the necessity for calling a special session of Parliament and relieving the country of the expenses this would entail.

There is not, of course, any essential difference between compulsory arbitration as contemplated by the government and acceptance of arbitration under duress.

Under all the circumstances, particularly that those we represent are being deprived of the right to strike which they have always held in common with other Canadian workers, and as a measure of personal and official protest against this repression and discrimination, I have decided to submit my resignation as Chairman of the Negotiating Committee. This I do with much regret.

I shall call a meeting of our policy-making body, the General Conference Committee, at as early a date as possible, and shall then

request acceptance of this resignation. I shall of course continue as a member of the Committee representing the organization of which I am an officer and will, at all times, do whatever I can to advance the welfare of the railway workers we serve.

I hope you will concur in my recommendation concerning arbitration.

Immediately thereafter, the Prime Minister issued the following statement to the press:

After most intensive and serious discussions between the representatives of the railways and the negotiating committee representing their non-operating employees towards finding a solution to the settlement of the issues in dispute, it appeared at noon-hour today that all hope of a negotiated settlement had disappeared.

I stated to the representatives of the press at that time that the next step to be taken in the matter would be considered and decided by the Cabinet.

However, shortly after noon-hour, the Minister of Labour and myself received a message from the chairman of the negotiating committee of the unions, which was assembled in a room in the East Block, informing us that after reviewing the situation as it had developed in the course of the last stages of the negotiations, the committee was prepared to submit all issues in dispute to voluntary arbitration.

I told the committee then, and I repeat now on behalf of the Government of Canada, that I considered this decision to be an act of patriotic labour statesmanship for which the people of Canada will be very grateful.

I would say further that this action on the part of the committee is evidence, if such evidence were needed, to demonstrate the willingness of labour in this country to consider not only their own interests but the interests of the railways and the people of Canada generally.

The railways having also agreed to arbitration, further discussions are being held this afternoon to work out the arrangements for giving effect to the agreement for voluntary arbitration.

Following agreement by the joint negotiating committee to arbitrate the dispute and the subsequent resignation of its chairman, Frank H. Hall, the committee issued the following statement, signed by H. Smith, vice-chairman, and G. H. Pawson, secretary.

The committee has reviewed the situation brought about by this morning's discussions, and has given consideration to the resignation of its chairman, Mr. Frank H. Hall. The recommendation of Mr. Hall that the committee agree to arbitration of its dispute with the railways as an alternative to the imposition of arbitration by Parliament has its unanimous approval, repugnant as this course may be. The matters to be arbitrated are the original proposals of the unions as submitted to the railways, namely: payment for eight statutory holidays for all employees; improved vacations with pay; payment for time lost on account of sickness; and punitive overtime payment for scheduled Sunday work. In the recent discussions with the railways there was some narrowing of the respective positions on these issues, but this did not reach the point of acceptance.

The committee deplores the fact that the pending arbitration proceedings involve further delay in disposing of the matters in controversy (particularly because negotiations have already lasted over eight months); however, this further delay should be less in any case than that which would have been brought about by the imposition of compulsory arbitration by Parliament. We cannot escape the conclusion, however, that railway workers find themselves in a most invidious position in that the normal process of collective bargaining and their rights at law (the Industrial Relations and Disputes Investigation Act) are seriously compromised by the threat of parliamentary action when a strike is threatened. It appears obvious to us that the railways base their policy in relation to collective bargaining on the fact that the collective strength of the employees is nullified by the certainty of government interference when negotiations break down. Thus, it is apparent that railway workers are faced with a problem and situation not shared by workers in any other industry, and an answer must be found to this. The outcome of the present controversy will, to a considerable extent, affect the thinking of the employees.

The committee has also given consideration to the resignation of its chairman, Mr. Hall, and has reached the conclusion that the committee has no authority to pass upon the matter. Mr. Hall was elected as chairman of the Joint Negotiating Committee by the policy-making body, the general conference committee of these associated unions. His resignation must be placed before that body. In the meantime, however we unanimously concur with his views on the situation. He remains as a member of the committee, and thus we are not deprived of his experience and assistance. The vice-chairman of the Committee, Mr. Harry Smith, president of the Affiliated shop crafts, acts as chairman in the meantime.

The Negotiating Committee will recommend to the general conference committee that Mr. Hall's resignation be not accepted.

Terms of reference of the arbitrator were subsequently agreed upon by both parties and the parties having agreed to the appointment of an arbitrator by the Government of Canada, Chief Justice Gordon McGregor Sloan was designated to arbitrate the dispute, on the nomination of the Prime Minister.

Hearings began in October and in November the arbitrator brought down his award, which was released on November 22. Following is the award, in full:

99629—4½

Award of Arbitrator in Dispute between

Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway Company

and

14 International and National Railway Labour Organizations Representing Non-operating Employees (excluding water transport employees)

Pursuant to the authority invested in me by Orders in Council PC 1954-1395, 1954-1505 and the Terms of Agreement between the Railways and the Unions described therein, I have heard and considered the oral and written evidence and submissions of both disputants.

Upon this evidence and submissions I have reached the following conclusions:—

1. The railway employees represented in these proceedings are not enjoying, to a degree, fringe benefits now in force for like employees of other comparable Canadian industries.

2. This disparity ought, within reason, to be removed.

3. The railways are not now financially able to meet the cost, from net operating rail revenue, of remedying the existing disparity.

4. A major factor contributing to the present serious decline in rail revenue is the distortion and imbalance of the freight rate structure due to the direct and indirect but consequential effects of the Crowsnest Pass rates covering grain and grain products.

5. A proportionate loss of rail revenue due to the Crowsnest Pass rates is being borne, in varying degrees, by

(a) the Railways

(b) Shippers and consumers of high-rated commodities and

(c) by railway employees represented before me, by a contribution measured in terms of the prevailing disparity in working conditions.

6. The Crowsnest Pass rates are the reflection of a national policy and the loss of rail revenues consequent upon this policy is being in effect subsidized by those groups. (It should also be noted that the Canadian Pacific and Canadian National in an effort to cut operating costs, in great part by deferring necessary maintenance, did between July of 1953 and July of 1954 cease to employ about 20,000 men. It is my belief that these 20,000 former employees and their dependents may be also regarded as contributing to this subsidy in terms of wage losses.)

7. The Crowsnest Pass rates have contributed in great measure to the economic stability of the nation by moving the wheat crop of Canada to world markets at competitive prices and will, no doubt, in the future, continue to do so.

8. It is my respectful opinion, however, that the *effects* of these rates both direct and indirect, wherein their application results in loss of rail revenues, should be shouldered in some fair degree by the national treasury, and not as now continue to be borne by a segment of the national economy.

It may be that in a strict and legalistic interpretation of the terms of reference herein my enquiry and award should not extend beyond Conclusion No. 3, but it seems to me that the "ability to pay" submission of the railways demands examination and some broad analysis. To hold otherwise would result in a failure to recognize basic facts upon which the present problem is founded. I therefore draw attention to the following relevant circumstances:

In 1940 net railway operating income for all Canadian railways $74·1 millions.

In 1953 the same figure dropped to $55·9 millions—a decrease of $18·2 millions or 24·6 per cent.

In 1940 revenue freight ton miles were 37·9 billions; in 1953 this figure had increased to 65 billions—an increase of 27·1 billion or 71·5 per cent.

It thus appears that a 71·5-per-cent increase in rail freight traffic resulted in a loss of 24·6 per cent in net rail revenues.

During this same period of 1940 to 1953, operating ratios (the percentage of total expenditures to revenues) of the two major Railways has remained relatively constant.

Since 1948 this ratio has in fact dropped from 91·8 per cent in that year to 89·4 per cent in 1953.

Ratio of total payroll to operating *revenues* shows much the same result. In 1948 this ratio was 51·0 per cent; in 1953 it had decreased to 50·8 per cent.

The relative relationship of total payroll to operating *expenses* for over the past 28 years averaged 58·8 per cent.

In 1948 this ratio was 57·5 per cent; in 1953 it was 57·9 per cent. I have selected 1948 on an arbitrary basis merely looking back over the last five-year period.

There is no doubt that mounting costs in all fields of railway expenditure are bearing heavily upon gross railway revenue. These expenditures reflect rising costs in all economic fields but are not offset by a railway share in the general national prosperity. In an era of growth and expansion in Canada in which the Railways are playing a most vital and important role, their net rail revenues are showing a steady and serious decline. They are very far below the net amount of $46,644,000 that the Board of Railway Transport Commissioners considered reasonable in the 17-per-cent judgment of January 25, 1952.

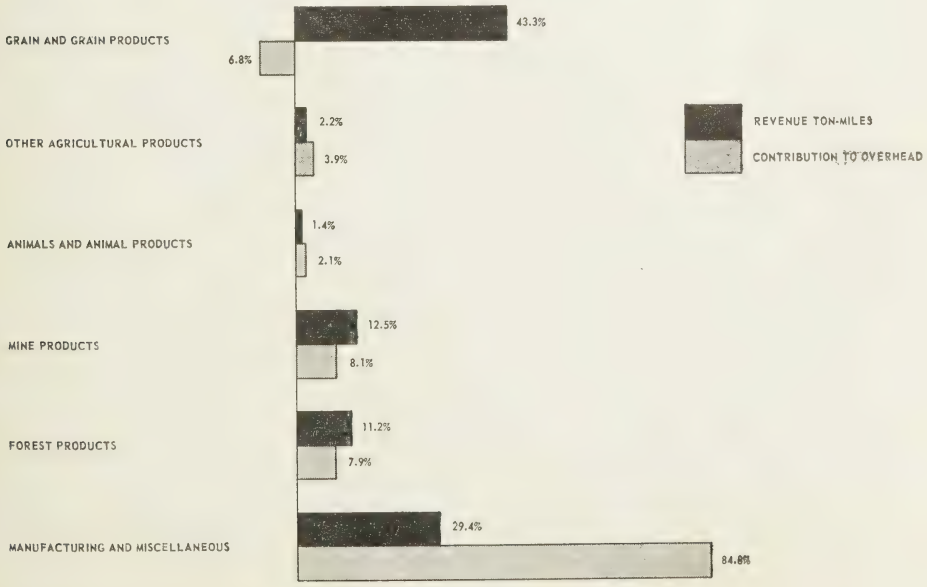
Upon the evidence before me it is my opinion this present situation is the inevitable consequence of a national policy that compels the Railways to carry a heavy volume of bulk freight at a rate not now contributing to overhead. I use "overhead" to mean the general constant cost of railway operation other than the out-of-pocket cost directly assignable to the cost of moving any particular commodity or group of commodities.

The greatest single service performed by the Railways is the moving of grain and grain products. The following bar graph compiled by the Canadian Pacific shows the contribution to overhead by various commodity groups for the year 1952. That was a peak year of grain movement but I think it not unreasonable to assume the comparisons have, in a secular sense, a constant, relative application.

It will be seen by a glance at the graph that in 1952 grain and grain products accounted for 44·3 per cent of revenue ton-miles, i.e., the physical volume of traffic. This movement of the grain crop resulted in a *loss* to overhead of 6·8 per cent. (It must be noted that about 75 per cent of the grain traffic moved at the

Canadian Pacific Railway Company

CONTRIBUTION TO OVERHEAD BY COMMODITY GROUPS, 1952



Department of Research, February 8, 1954

statutory and related rates of ½ cent per ton-mile. The average rate for this traffic was higher.)

In contrast, "Manufactured and Miscellaneous" commodity groups accounted for 29·4 per cent of traffic volume and contributed 84·8 per cent to overhead.

It will be seen that the freight rate structure is in a state of distortion and imbalance due in great measure to the effects thereon of the Crowsnest Pass rates. The structure is in the form of an inverted pyramid—too small a base is carrying too great a burden.

The Railways made a rough estimate that this distortion resulted in 1952 in a direct loss to overhead of $65 million. The 1953 and 1954 direct and indirect losses attributed to the same cause may far exceed this figure if, as they must be, indirect consequences such as loss of high-rated freight to competitive forms of transportation and the loss of revenue from rates lowered to meet this challenge are placed on the scale.

The present statutory rates in force since 1899 were probably sufficient at their inception, in view of the then purchasing value of the dollar and other related and relevant factors, to make some reasonable contribution to overhead. The intervening years have completely altered that picture.

Other sources of rail revenues are incapable of absorbing the constant cost of rail operations. Revenue from main line passenger service could contribute in a limited degree but operating losses on passenger service on branch lines in areas that are relatively sparse in population must be offset against main line passenger operation. Dining car service, as such, is operating at a loss.

The Railways then must endeavour to recoup this loss of revenue from some source if they are to operate on any sound financial basis and to effectuate that purpose have placed a great part of the burden on highly-rated commodity goods to the extent I have noted: this traffic, comprising approximately 30 per cent of total volume, is now contributing 85 per cent to overhead.

It will be noted on the left-hand graph the mid-year average revenue per ton-mile increased on all "other commodities" (which includes "Manufactured and Miscellaneous" commodity groups) from 1·4 cents in 1947 to about 2·46 cents in 1953.

The drop in physical volume of high-rated commodities is shown on the right-hand graph and illustrates a drop in volume as freight rates have increased on this class of freight.

It is also of interest to note the general effect on the average revenue per ton-mile by the addition thereto of the low-rated grain carriage.

The figures on following table show in the left-hand column the actual average revenue per ton-mile of all commodities for the years indicated. The right-hand column shows the average as it would appear if grain and grain products were extracted from the "mix".

Year	Average Revenue Per Ton Per Mile	Average Revenue Per Ton per Mile excluding Grain and Grain Products in Western Canada
	Cents	Cents
1945	0·83	0·97
1946	0·93	1·03
1947	0·95	1·07
1948	1·13	1·29
1949	1·20	1·42
1950	1·33	1·52
1951	1·31	1·53
1952	1·30	1·66
1953	1·42	1·84

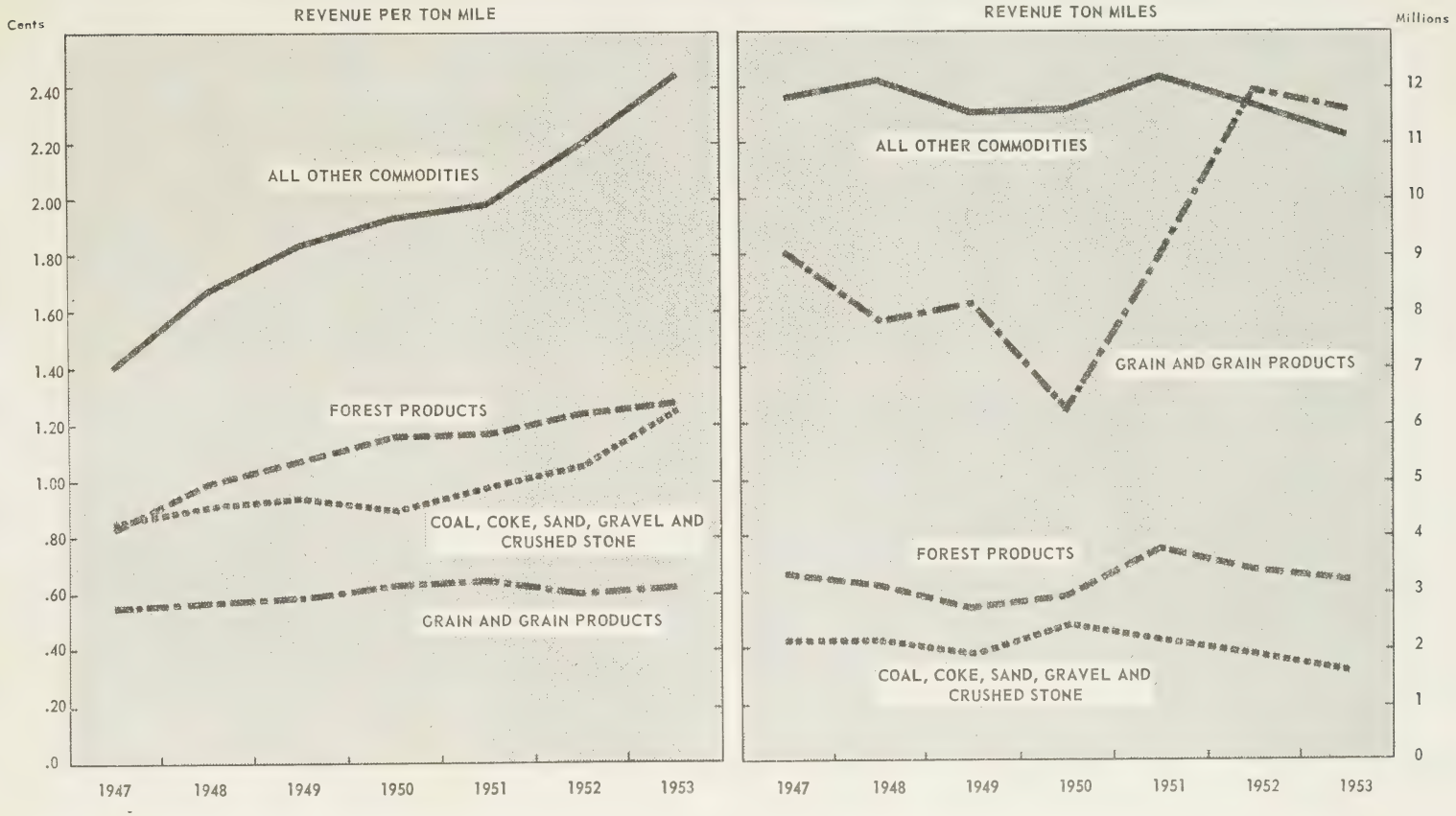
From the foregoing necessarily short references and other related material I have considered but not reproduced, it appears to me the direct and indirect effects flowing from and consequent upon the statutory grain rates have become critical. The Railways are in danger of being priced out of the most lucrative forms of freight traffic. The high-rated commodity groups, selling in a competitive market and now contributing so large a share to railway overhead (a cost to them which affects the end price of their products) are seeking other forms of competitive transportation and are finding the trucking industry, free from any trammeling controls, willing and able to supply it. This industry is not, like the Railways, running on fixed rails in any sense.

While physical tonnage carried by commercial trucking, when compared with railway tonnage, is relatively low, the in-roads are high in terms of total freight revenue. They bleed from the Railways highly rated commodities of relatively low bulk. Even lower rated bulk goods such as sand and gravel are sensitive and not free from truck competition and are also subject to the threat of water-borne competition, in which there is no dearth of available tonnage.

Then too the economic law of diminishing returns is taking its toll. The graph on page 55 is a demonstration thereof. More striking is the fact that a 16½-per-cent freight rate increase in 1953 resulted in an increase in gross revenue of only 2·8 per cent.

Canadian Pacific Railway Company

REVENUE TON MILES AND REVENUE PER TON MILE BY COMMODITY GROUPS, 1947-1953



The value-of-service principle in rate making still fulfils an essential function in the national economy. Grain and forest products (for example) must move to world markets at competitive prices. Infant industries are assisted in their establishment and this value-of-service principle is operating in other economic fields. The Railways, including the Canadian Pacific, are thus not a truly private enterprise in any realistic sense. They have, and will continue to play, a most vital part in the development of our national economy. They are integrated with every form of our national life. The national necessity of uninterrupted continuance of rail operation of these great national projects was recognized by the Prime Minister in the present dispute.

The Railways are making every effort by the expenditure of large capital sums (contributed in large measure by the people of Canada in the form of investments and otherwise) in the modernization of equipment and such-like, to reduce overhead and to meet competition in many fields. It is an unequal struggle in which the Railways are, by reason of the shackling effect of a national policy, in much the same position as a man facing formidable and powerful antagonists with one hand tied behind his back.

The freight rate structure, as I have said, is in a state of distortion. Even small cyclical business recessions react with quick depressive force upon railway revenues because of the narrowness of the profitable rate base and the impressive weight it has now called upon to bear. Increased freight rates would, in all probability, only tend to increase the present imbalance and expose greater areas of railway traffic to outside competition.

The Railways, in seeking means to retrench, are now, it seems to me, asking the working men and women of the non-operating force to accept working conditions less favourable than those now enjoyed in comparative industries (to say nothing of the 20,000 men whose employment was terminated during 1953-1954). In that sense employees of the Railways, represented before me, are being asked to subsidize the effects of a national policy.

If I am right in my conclusion that the direct and indirect effects of the Crowsnest Pass rates are a major contributing factor to the present situation in which the Railways find themselves, and the evidence before me can lead me to no other rational conclusion, then it is my respectful opinion that some fair share at least of this burden should be shouldered by the people of Canada from the national treasury—a suggestion not entirely bare of relevant precedent.

The people of Canada, speaking through Parliament, declared a national policy undoubtedly now and in the future, operating to strengthen and enrich the whole Canadian economy. This policy is, however, now having serious repressive repercussions, never anticipated, in other vital national areas. It is my respectful opinion that "a point of no return" is not far distant. Fruitful areas of railway revenues when once lost are difficult, if not impossible, to recapture.

This field is one of grave comprehensive public policy. I have entered upon it with trepidation. I would have, however, felt remiss in the broader concept of my own duty had I sought to escape a heavy responsibility by refusing to recognize and record circumstances of paramount public importance and ever-increasing economic consequence. These circumstances are relevant and basic in this enquiry because, unless examined, would result, as I have said, in non-operating rail employees, in effect, subsidizing public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment.

Mr. Donald Gordon, President of the Canadian National Railways, in an address in Toronto on November 4 last (Exhibit 33) said (in part):

> In its relatively large wage bill, the CNR faces the challenge of the high-wage society. We have no choice but to accept it. To maintain our power to compete for desirable employees in the labour market and to ensure harmony in our labour relations, the CNR must keep up with Canadian wage scales.

I take it that in referring to "wage scales" he included "fringe benefits".

I now turn to examine this aspect of the problem.

The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergencies which render the yardstick misleading and not an absolute guide.

The durable goods industry is one sharing in the growth and prosperity of Canada. The Railways, in their rail operations, are in a sorry contrast. Then too in that industrial "mix" increasing labour costs can, in a buoyant economy, be passed on and borne by ultimate consumers. The figures I presented earlier show the result, under the present conditions, of the Railways'

endeavour to carry out a similar program. There are many other divergent aspects, which I do not stop to consider, operating in favour of the employees in that field. On the other side of the picture, railway employees, in the senior categories of job classification, enjoy a more stable and steady employment, with rigid seniority rights, pass privileges, pension plans and so on.

Both wage structures have reasonably paralleled each other by increases over the years, although there would now appear to be areas in comparative wage earnings in which the employees in the durable goods industry are in a more favourable position. In July of this year average earnings for durable goods employees were $1.51·6 as against an average of $1.46·1 for non-operating rail employees. The railway ratio of payroll to revenue is, however, higher than in the durable goods industry.

In the over-all result, it seems to me that the durable goods industry may, with some reservations, be regarded a reasonably good guide. It has at least one virtue: there is no other.

I see no point in a detailed analysis of the carefully prepared statistical material put before me on this phase of the dispute. I have given full, and indeed anxious, consideration to this material, to the supporting evidence and to the extensive submissions thereon.

The Unions have substantially reduced their original requests in their submissions to me. As their Counsel expressed it: "We have wrung out the bargaining water".

Both Unions and Railways joined in agreeing that I should not write their contract but that any award I might make would be acceptable in general terms, leaving collateral and ancillary matters to be dealt with by negotiation. Failing agreement on these related matters, or consequences flowing from my award, which I have not touched upon, it was agreed that these remaining areas of dispute, if any, would be again referred to me for discussion and decision. In consequence I make the following award:—

AWARD

Statutory Holidays

The present agreements, subject to one exception, recognize seven statutory holidays. If hourly-rated employees do not work on those days they do not get paid. This means that for the hourly-rated employees who do not work on holidays, these holidays are in effect a layoff of seven days a year without pay. If they do work they are paid at time-and-one-half. Agreements vary in relation to minimal hours.

I would revise the present agreements to provide for five paid statutory holidays a year for hourly-rated employees. The selection of these five days I leave to negotiation. For hourly-rated employees who do not work on these five days this means an extra week's pay during the year, instead of the present seven-day layoff without pay.

For work on these five statutory holidays, I would fix the rate at straight time in addition to the holiday pay. This means double time instead of double time-and-one-half now requested by the Unions.

I may say, in arriving at the five-day award, I took into consideration the decrease to straight time from time-and-one-half now paid for work performed on statutory holidays. This is thus, in a limited sense, a "package award", in which the equation of days and rates have been given evaluation.

The rate of time-and-one-half will of course continue to apply to hourly-rated employees who work on the remaining two statutory holidays.

If an hourly-rated employee is called to work on any one of the five paid holidays he should be paid for not less than four hours' work.

The Unions requested that if any of the five paid holidays shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday. The Railways oppose this request. At the present time agreements covering monthly-rated employees generally provide that if a specified holiday falls on an assigned rest day of an employee he will receive an extra day's pay or in some cases be granted an extra day off in lieu. There is no similar provision covering hourly-rated employees. This lack of similar provision in regard to these employees raises an issue of general controversy—as conceded by the Unions—and I am unable, on the record, to find a definite pattern of industrial experience on which to found a firm conclusion one way or the other. I hope it can be settled by negotiation. If not, I will have further discussions thereon, supported by additional relevant material.

The exception referred to above covers approximately 6,000 section foremen and bridge and building foremen who have three years' seniority as such. This group now receives pay for four statutory holidays not worked. The record does not seem clear as to the rate of pay on these four holidays when worked. Now that employees

with less than three years' seniority will be paid for the five statutory holidays, without the application of a seniority provision, it seems to me, that because a special agreement has already been negotiated with this group, the rate of pay for time worked on either the original four or the substituted five days should be left to negotiation.

Employees in this special group, with three years' seniority and more have already acquired a vested right, under the present agreements, in relation to the four days worked and this circumstance calls for consideration and readjustment by negotiation.

That leaves for consideration the monthly-rated employees. They fall into many diversified job classifications. The Railways contend that they are now paid for the seven statutory holidays not worked in that there is no deduction in pay for those days.

They submit a monthly-rated employee paid $"X" for his month's work receives that same amount whether the month contains 28, 30 or 31 days and whether or not a statutory holiday falls within the monthly working period.

The Unions contend that the monthly cheque is in reality a reflection of the hourly rate averaged throughout the year. They submit that if 104 rest days and 7 holidays—totalling 111 days—are deducted from a year of 365 days, it leaves a working year of 254 days. This number multiplied by eight hours per day and divided by 12 months works out at 169·⅓ hours per month. They argue, in consequence, that monthly-rated employees whose pay is based on 169·⅓ hours per month are not now paid for seven statutory holidays, even when their monthly pay is averaged throughout the year. The Unions contend that monthly-rated employees are in reality paid on this hourly basis and point in support thereof to the fact that rates of pay for overtime and for dockage of pay for lateness, absenteeism and such like, are calculated for these purposes on the basis of 169·⅓ hours per month.

The Railways, in answer, as I understood their position, submitted this is only a bookkeeping method of arriving at a rate for overtime or dockage penalty and can not be regarded as a test for determining the question of whether or not monthly-rated employees are now paid for statutory holidays not worked.

I have found the subject difficult of decision. There is much to support both contentions. After consideration, however, I have reached a conclusion that the monthly-rated employees are now paid for statutory holidays not worked.

In reaching this conclusion I found some encouragement in knowing that in 1947 and early in 1948 when the Canadian National Railway was in dispute with one of the Unions represented before me, the Unions contended that monthly-rated employees *were* paid for statutory holidays not worked. The Canadian National took the opposite view.

Since then the Unions and Railways have switched positions and arguments but it is thus established that at one time or another, in the not too distant past, *both* sides have been in agreement with my conclusion in this regard.

Vacations with Pay

As might be expected from the number of Unions involved in this dispute, agreements relating to vacations with pay vary in some degree. Generally speaking, and subject to certain exceptions, monthly-rated employees are granted two weeks' holiday with pay after one year of service. Provisions relating to hourly-rated employees are as follows:

After 1 year and up to 3 years	—1 week
After 3 years and up to 5 years	—1½ weeks
After 5 years	—2 weeks

From my consideration of the evidence and submissions it is my view that the hourly-rated employees be granted vacations with pay, as follows:

From 1 to 3 years' service	—1 week
From 3 to 15 years' service	—2 weeks
From 15 years' service	—3 weeks

In the monthly-rated groups I would leave untouched the present provision of two weeks after one year, but would extend to them the three weeks' vacation with pay after fifteen years' service. Those monthly-rated groups on the hourly-rated basis of vacations with pay will I presume be treated for this purpose as if actually hourly rated, e.g., dining car crews, sleeping car porters and cartage service employees.

It does seem to me, with deference, that the possibility of more uniform agreements in relation to vacations with pay might be given consideration by the Railways and Unions.

Should it happen that in any agreements relating to vacations with pay either monthly-rated or hourly-rated employees are entitled to more generous vacation provisions than I have awarded, then these are to remain in effect.

It was agreed before me that the provisions now in force relating to vacation credits during the first year of employment should be revised. In that I concur and leave the revision to negotiation.

Sick Leave with Pay

It is my view, with deference, that under presently prevailing circumstances and after consideration of all material before me on this issue, I am unable to make any award relating to sick leave with pay.

Retroactivity of Award

I am unable to agree with the Unions' request that some part, at least, of my award be made retrospective in effect.

It seems to me, however, that in negotiations regarding first-year vacation credits, the retroactive application of a new formula might well be discussed.

Costs of Award

I estimate the added costs of the award to be as follows:

Five paid statutory holidays	$4,281,000
Vacations with pay	2,650,000
Total	$6,931,000

These costs cover not only the employees represented before me in this dispute but others to whom no doubt the award will apply, including commercial telegraphers, and are based on 1953 employment totals.

The implementation of this award will, in my view of the evidence, remove, under presently existing circumstances, in great if not total measure, the disparity in working conditions now operating against those railway employees to whom it applies.

Time of Award

This award will take effect on and from the 1st January 1955.

Dated at Ottawa this 19th day of November 1954.

(Sgd.) Gordon McG. Sloan,
Arbitrator.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued two certificates designating bargaining agents, rejected two applications for certification and ordered one vote of employees. During the month, the Board received five applications for certification.

Applications for Certification Granted

1. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (L.G., Dec., p. 1723).

2. Sept-Iles Railway Mechanical Department Employees' Association, on behalf of a unit of locomotive and car shop employees employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Que., Dec., p. 1723).

Applications for Certification Rejected

1. Brotherhood of Railroad Trainmen, applicant, The Midland Railway Company of Manitoba, Winnipeg, Man., respondent, and Order of Railway Conductors and Brakemen, intervener (conductors). The application was rejected as premature in view of the terms of Section 20 of the Act, under which an agreement for a term of less than one year is deemed to be for a term of one year from its operative date, and the terms of Section 7(4) of the Act, which provide that an application for certification cannot be made before the expiry of ten months of the term of the existing agreement except with the consent of the Board. As the collective agreement in this case was for a term of less than one year and became effective in February 1, 1954, an application made prior to December 1, 1954, could not be entertained (L.G., Oct., p. 1440).

2. United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, respondent, and Sept-Iles Railway Mechanical Department Employees' Association, intervener (locomotive and car shop employees). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Dec., p. 1723).

Vote Ordered

J. R. Chorley, Marion Fleming, W. A. Swaffield, applicants, National Association of Broadcast Employees and Technicians, respondent, and Brookland Company Limited (now Frontenac Broadcasting Company Limited), Radio Station CKWS, Kingston, Ont. The Board ordered a vote of employees following consideration of an application for revocation of certification (Returning Officer: F. J. Ainsborough).

Applications for Certification Received

1. The United Steelworkers of America, on behalf of a unit of employees employed in the mining, processing and shipping of iron ore by the Iron Ore Company of Canada Limited, Schefferville, Que. (Investigating Officer: C. E. Poirier).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoring and freight handling employees of Clarke Steamship Co. Limited, Montreal, Que. (Investigating Officer: R. Trépanier).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Yankcanuck Steamships Limited, Sault Ste. Marie, Ont. (Investigating Officer: R. Trépanier).

4. CAN Chapter, Flight Engineers' International Association, on behalf of a unit of flight engineers employed by Trans-Canada Air Lines, Montreal, Que. (Investigating Officer: C. E. Poirier).

5. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Canada Steamship Lines Limited (Investigating Officer: R. Trépanier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November the Minister appointed conciliation officers to deal with the following disputes:—

1. Jasper Park Lodge (Canadian National Railways), Jasper, Alta., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie).

2. Coal Carriers Corporation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

3. Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Tidewater Shipping Company, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Dominion Atlantic Railway Company, Kentville, N.S., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: H. R. Pettigrove).

6. Canadian Overseas Telecommunication Corporation, Montreal, and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier).

Settlements Reported by Conciliation Officers

1. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier) (L.G., Oct., p. 1440).

2. Coal Carriers Corporation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (See above).

Conciliation Boards Appointed

1. La Tribune Ltée. (Radio Station CHLT), Sherbrooke, Que., and The Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec., p. 1725).

2. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1573).

3. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

4. Bessborough Hotel (Canadian National Railways), Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

5. Fort Garry Hotel (Canadian National Railways), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

6. Jasper Park Lodge (Canadian National Railways), Jasper, Alta., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie) (See above).

Conciliation Board Report Received

During November the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in April to deal with matters in dispute between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees (L.G., July 1954, p. 993). The texts of the reports are reproduced overleaf.

Three weeks' vacation with pay in 1955 for journeymen and apprentices who have concluded one year's employment on December 31, 1954, was recommended by a board of conciliation in a dispute between three Vancouver photo-engraving firms and a local of the International Stereotypers' and Electrotypers' Union of North America (AFL-TLC).

Three weeks' vacation with pay after 12 years' service was recommended by a board in a dispute between the Greater Winnipeg Transit Commission and its employees, represented by locals of the One Big Union. An increase in statutory holidays from two to eight was also recommended.

Report of Board in Dispute between

Railway Association of Canada (extra gang employees)
and
Brotherhood of Maintenance of Way Employees

During November, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees.

The dispute affected temporary extra gang employees of various Canadian railway companies, members of the Railway Association of Canada, including the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, the Dominion Atlantic Railway Company, the Esquimalt and Nanaimo Railway Company, the Quebec Central Railway Company and the Northern Alberta Railways Company.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. W. Crabbe, Toronto, and Michael Rubenstein, Montreal, nominees of the Railway Association of Canada and of the Brotherhood of Maintenance of Way Employees, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Rubenstein.

The texts of the majority and minority reports are reproduced herewith.

The Conciliation Board established to deal with the above dispute is pleased to present its report. Before dealing with the specific items in dispute it is necessary to explain briefly the role and responsibilities of the Board, particularly in relation to certain features of the present case.

When this Board was set up it was called upon to deal with a dispute concerning a wage issue. Before it had an opportunity to meet, its hearings were postponed because the employees had presented a new set of demands on the employers. This new set of demands was similar in nature of those which are currently in dispute between the unions representing those employees which are customarily referred to as the non-operating employees. That dispute has now reached the stage where it is to be settled before Mr. Justice Sloan who has been empowered with authority to arbitrate the issue. We have, therefore, had to consider the relationship between these two disputes as a special feature affecting the issues before us. The result of our interpretation of this relationship appears in our reasoning and in several of our recommendations.

It is necessary also to pay some attention to the general circumstances of the dispute and to indicate the manner in which these circumstances affect our terms of reference. Under the legislation, we are required to effect an agreement between the parties if we can. We were unsuccessful in this respect and were, therefore, under the necessity of presenting a report and recommendations as required by law. In doing so the Board must take into account the special conditions which confront the railway managements and the unions at present. We have gained the impression in our own case and from the available information about the non-operating case that our Board is faced with a responsibility of recommending what we believe should be public policy under the circumstances. This conclusion is derived from the special limitations on the railway management. We recognize that the management does not have control over the pricing policy of the services it provides nor is it in the position of management in many industries where the volume of services or production can be curtailed in respect of cost alterations resulting from the increased wage and other labour commitments. Another customary means of adjustment through technical innovation and adaptation is also largely denied railway management because of the very great investment in fixed capital equipment.

Our terms of reference do not include any power to recommend the means by which the railway management should meet any additional costs which might arise through the implementation of our proposals. Clearly this is a matter to be decided between the railways and the Canadian public whose responsible agencies have the authority to determine the rate structure or other means of financial assistance to the operators.

The Board, while cognizant of the financial difficulties of the railways, cannot confine its consideration to this problem as a sole criterion. We must also take into account the position of these employees in relation to the emerging standards in Canadian employment as a whole. We cannot be held responsible for any additional financial burden which our recommendations may impose merely because the railways are not in a position to pay. We recognize that our recommendations must be reasonable. But reasonable must be interpreted in terms of the standards which railway employees have a right to expect in the present state of the Canadian economy. Having failed to conciliate the dispute our role then becomes one of examining the facts and making recommendations for wages and working conditions which we believe the public would approve for the class of workmen with whom we are concerned.

The issues in dispute are considered in turn.

Definition of Extra-gang Labourers

The previous agreement defined extra-gang labourers as follows:

> By extra-gang labourers is meant employees working in temporary extra gangs, for whom rates of pay are provided in this agreement, who have completed a probationary period of seventy-eight (78) days accumulated service within the preceding twenty-four (24) months on the railway on which employed, or who can show evidence of six (6) months' experience in similar work on any railway mentioned in the preamble of this agreement.

The union is requesting that this be amended to read as follows:

> By extra-gang labourers is meant employees working in temporary extra gangs for whom rates of pay are provided for in this agreement, who have been in the service for three months within the preceding twenty-four months or who can show evidence of six months' experience on any railway mentioned in the preamble of this agreement.
>
> Extra-gang labourers' work shall consist of work not customarily done by section gangs, such as reballasting, rail relaying (including tie renewals therewith), bank widening, grade and line changes and emergency work occasioned by inclement weather.
>
> Extra-gang labourers shall not be worked in place of section men.

It will be noted that the old clause determined an extra-gang employee by reference to two criteria—the fact that he works in an extra gang and that he has a certain length of service. There is no mention of the type of work he is to perform. The union request would make a number of important changes. The term "probationary" would be dropped; but the probationary principle would be retained. The service time would be measured in months instead of days. And a new paragraph would introduce the principle, absent in the expired contract of defining, or at least attempting to define the functions of extra-gang employees.

The Board cannot support the union request in this matter. We believe that the present clause contains an adequate definition of extra-gang men, and that the union proposals would in fact render administration extremely cumbersome without any substantial off-setting advantage to the employees. In fact, while the full effect of the proposed changes cannot be calculated accurately in advance there is a possibility that the net effect on the employees might be adverse.

The proposal to eliminate reference to probationary periods is unrealistic unless the probation period is eliminated in practice. This the union does not request. Since it is prepared to define an extra gang man as one who has worked three months, it is in effect recognizing the period of probation.

The present provision of 78 days service will need to be altered if the later recomendation on hours of work is accepted. It appears that the expired agreement intended that the man should serve the number of working days involved in three months unbroken employment. It is not the intention to alter this principle. However, in order to avoid confusion and, at the same time recommend in conformity with the recommendation on hours, we are forced to recommend a slight change in the wording.

Finally, the proposal to define the functions of the employees in this bargaining unit appears to be an attempt to protect the work jurisdiction of the section men. The union in its argument for equal wages for extra gang and section men has claimed that the work skills required, and the tools used are substantially the same. To the extent that this is true, it indicates that a close functional integration of the section men and the extra-gang men is at times to be expected and contract rigidities should not be developed which would render the complementary nature of the work of the two groups less efficient. As both the association and the union point out, the section men are fully protected from encroachment by the provisions of wages agreement No. 12. This is where the provision should if at all be, not in No. 13.

Generally speaking union contracts should contain clauses for the protection of those workers covered by that contract.

Recommendation Regarding Definition of Extra-gang Employees

The words in the first paragraph which provide for a seventy-eight (78) day service qualification should be altered so that this requirement would include the normal contractual work days involved in thirteen weeks of work.

NOTE: This change is necessary because we have left the decision regarding the distribution of work hours to the parties.

Length of the Work Day and Work Week

The union is requesting that the work week shall consist of five days of eight hours each, Monday through Friday and that any work in excess of either the eight hours day or the five day week be paid time and one-half.

The association wishes to maintain the present contract which provides for a standard work week of forty-eight hours with the privilege to the employer of working the crews an extra hour per day at straight time. In effect this means a nine hour day, fifty-four hour week at straight time.

The principal union arguments in support of their request are as follows:—

(a) *Comparison with Others:* The forty hour week is now enjoyed by other non-operating employees on the North American Continent, and by a great majority of the operating employees. Likewise it is a well established practice throughout Canada.

(b) *Discrimination:* Denial of Saturdays and Sundays as holidays is a discrimination against these employees.

(c) *The request is consistent* with the intention of the Board under the Chairmanship of Mr. James H. Stitt which, in October 1952 recommended a reduction from 60 hours to 50 hours a week.

(d) *The railways experienced no serious difficulty* in reducing the hours from 10 hours to 9 hours per day, although they had contended before the previous Board that it would be next to impossible to operate on less than 10 hours per day.

The employer position as represented to us by the association is as follows:—

(a) *Effect of Climatic Conditions:* Extra-gang operations in most of Canada are limited to a six month period from May to October inclusive.

(b) *Seasonality and Earnings:* It is a disservice to employees to limit their capacity to earn in a seasonable occupation, particularly since much of the work is carried on away from the centres of population and the employee would not be able to enjoy his leisure time properly.

(c) *Nature of the Work:* The work is not onerous because considerable time is spent riding to and from the operation, and in enforced idle periods when trains pass through the work spot.

(d) *Limitation on Substitution:* The possibilities of increasing the size of the crews or the number of crews is limited by the availability of tools and machines. The railways will need to increase extra gang work to compensate for the present cut-back because of lack of funds. Hence increased overtime is to be expected.

The Board accepts the truth of the union allegation of a trend toward an 8 hour day and 40 hour week in the railway industry in the United States and Canada, and in Canadian industry generally. But we also recognize the significance of the magnitude of the seasonality problem in this country. This has, for present purposes, two important implications:

(1) Industries like the railways must, in fact, concentrate this work in a few months of the year in Canada. This means that specialized equipment is idle, and therefore not earning, for long periods of time. There are severe limitations on the extent to which crews can be either expanded or multiplied without increasing capital outlay. Therefore, arguments based upon experience in other parts of the continent are relevant only to the degree that climatic conditions approximate those of Canada.

(2) The employee is likewise the victim of seasonality. While many extra-gang employees do in fact have alternative winter occupations there is usually considerable time lost in transfer from one job to another. Hence, take-home pay may be more important than the number of hours worked under these circumstances. A wage and hour policy which encouraged the railways to enlarge the temporary force by shortening the hours would lower the take-home pay limits for these workers who, because of the character of the work are almost certain to discount leisure time as against employment and income. The attempt to impose a common continental standard would in this case appear to do some violence to the interests of both the employers and the employees without any appreciable compensating advantage to the union itself.

Having said all this, we cannot ignore the intention of the report of the Board

chaired by Mr. Stitt with regard to hours of service. That report stated in part as follows:

Hours of Service: Your Board recommends a 50-hour working week. However, the number of working days per week and what shall constitute a day's work should be incorporated in the proposed Agreement between the Parties as they may decide. It is to be observed that they are now working a 60-hour week at a *pro rata* rate. If required to work in excess of the hours constituting a day's work as may be provided in the proposed Agreement, the extra-gang employee should be paid at a rate of time and one-half.

We take this to mean that in the unanimous opinion of that Board, hours of service beyond 50 per week were excessive. It is also apparent that the former Board felt that the actual distribution of hours throughout the days and week should be determined by the parties rather than the Board. As matters turned out the parties accepted in effect a 9-hour day and 54-hour week. Nevertheless, the fact that they defined the regular day as composed of eight hours suggests the acceptance of this length of day as an objective. The right of the companies to work the extra hour per day without overtime privilege must have been considered by the parties to be a temporary one, or at least one to be used sparingly. The 8-hour day as a principle was conceded in Wage Agreement No. 13.

We cannot but be impressed with the fact that, in spite of the Stitt Board report the parties agreed to what is practically a 54-hour week. This appears to reflect the interest of the men in earnings as against idle time, often under circumstances in which little advantage can be taken of free time. But the trend toward the shorter work week cannot be ignored. When the Stitt Board reported these employees worked a 60-hour week, there had been no reduction for many years. A 6 hour a week reduction was introduced in place of the 10 hours recommended by the Board. We feel that it is not unreasonable to expect that the parties would now implement the intention of that earlier report.

Recommendation on Hours of Service

The work week should have a maximum limit of 50 hours. The number of hours per day should be arranged within this weekly limit by the two parties. Work in any day beyond the agreed amount should be paid at one and one-half times the rate for the job.

(Mr. Rubenstein dissents from this recommendation as follows):

Hours of Service: It is my recommendation that the work week should have a maximum limit of forty hours divided into eight hours per day. Work in any day beyond such limit should be paid at one and one-half times the rate for the job.

It is not necessary to dwell at length on the recommendations of a forty hour week. These have now been the standard working hours in the non-operating trades of the railroads for a number of years and I see no valid reason why this should not apply equally to the extra-gang labourers. If in certain emergencies it is necessary that they work longer hours there is nothing to prevent them from doing so, except a higher rate of pay involved in the extra hours. This too has been quite normal both in the railroad industry and other industries.

Rest Days: Sundays and Holidays

The union is seeking a contract change which would establish eight paid holidays throughout the year. Additional paid holidays would occur on days designated or proclaimed by the Federal Government to be holidays. Employees required to work on a holiday would be guaranteed eight hours pay at double time in addition to the regular holiday pay. If one of these holidays should fall on an assigned day of rest the day following would be considered the holiday.

With regard to Sundays, the union is asking for a guaranteed eight hours at time and one-half for any employees required to work on a Sunday other than his assigned day of rest; and double time for a guaranteed eight hours on a Sunday which is his assigned day of rest. There are some other refinements in the union request regarding this matter.

The union has suggested that a decision on this question of Sundays and holidays be determined by the settlement in the dispute between the Railway Association and the several unions in the so called "non-operating" case. It requests that this Board so recommend.

The company opposes any concession on this issue and therefore does not accept the union suggestion that it should be determined in accordance with the settlement in the other dispute.

We believe that the union suggestion has merit in so far as it applies to comparable situations. Where, however, comparison between the conditions that prevail in the two situations breaks down, it would be unwise to leave the settlement to be determined by the settlement to be established by Mr. Justice Sloan. It is certainly true that many of the terms and conditions of work have been standardized in railway employment. It is to be expected that this situation will prevail after the Sloan award is rendered. There is, therefore, little to be gained by having this Board determine for a small group of workers many of whom are temporary, conditions

which in the interest of systematic and efficient management ought to be uniform within each of the employing organizations. This principle was applied by the previous Board under Mr. Stitt with regard to a number of "fringe benefits". We believe that was a sound procedure and are prepared to follow it. It must be remembered that the parties to the "non-operating" union dispute are obliged by their prior commitment to accept the award in that case. Those awarded terms will in fact become standard for a very large segment of the Canadian railway employees. It seems reasonable that where applicable they should be extended to cover the extra gang employees.

In the present instance, however, we believe the request of the union falls partly under the class of issues which call for uniform practice, throughout any given railway, and part under the class of issues which, because of special circumstances must be handled separately there being no validity in comparison. We, therefore, divided the above demands of the union into those issues which should be settled in conformity with the anticipated Sloan award, and those which properly must be dealt with specifically by us.

Questions to be dealt with by this Board

1. *The demand for eight paid holidays*

Regardless of whatever settlement may take place in the other case, we cannot see the validity of a request for eight holidays, paid or otherwise, for a group of workers made up of temporary employees. As we pointed out earlier the great bulk of the work of the extra gang men must take place in a period of approximately six months of the year, the railways must utilize this time to their best advantage, and temporary employees will almost certainly place a high premium on income and discount the value of holidays. The reasoning which can be advanced to justify holidays for year round workers has little force in the case of men who can look forward to no more than a few months of work on the railway, and who must seek alternative sources of income for the remainder of the year. We feel that the present four holidays, two of which fall within the normal extra gang busy season are sufficient under the circumstances. It will be noted that we have ignored the penalty pay aspect of the holiday question. We did so because we feel that this issue of holidays should be determined on the question of the desirable number of holidays for extra gang men. The real purpose of penalty pay is to discourage holiday work. If this happened, the primary objective of these temporary men, namely, income, would be to that extent not realized.

2. *The demand for additional proclaimed holidays*

The above reasoning applies with equal force to any additional holiday which may be proclaimed by the Federal Government. Unless such a proclamation makes the holiday mandatory we can see no strong reason for shortening the available work time. Individual holidays of great national significance which might occur can be dealt with as they happen and on their merits.

Questions to be Deferred Pending the Sloan Award

With regard to the other aspects of this request we feel that the solutions should be consistent with the general practices to be established by the impending arbitration report. At present holidays are not paid. If it becomes the practice in the railways to do so, the same principle should apply with regard to the extra gang men. The same applies to the requests for guaranteed work and penalty rates for both holidays and Sundays.

Recommendations on Rest Days

1. *There should be no increase in the number of holidays.*
2. *The following matters should be deferred until after the Sloan award and then settled in conformity with the terms of that award.*
   (a) *Payment for holidays.*
   (b) *Guarantees for holiday pay when an employee is required to work and rates to be paid.*
   (c) *Arrangement in case a holiday falls on a day of rest.*
   (d) *Sunday penalty rates.*

(Mr. Rubenstein dissents from the first of these two recommendations on holidays as follows):

Recommendations on paid holidays: The recommendation on paid holidays proposed by the Chairman of the Board is divided into two sections. The first section deals with the number of holidays and the second one deals with the payment for holidays, the rates to be paid to employees required to work on holidays, Sundays, rates and arrangements in case a holiday falls on a day of rest.

The Chairman recommends that all the questions enumerated in the second section be settled in conformity with the terms of the award to be made by the Hon. Mr. Justice Sloan, arbitrator appointed to deal with these questions for the non-operating trades. I heartily agree with him.

It is my opinion that the same principle apply also to the *number of holidays*. There is, in my opinion, no valid reason for discrimination against this small segment in the industry. The same reasons which support the recommendation that all the other "fringe benefits" that may be granted by the Sloan award to the other non-operating employees, be granted to the extra-gang labourers, apply with equal force and logic to the fixation of the number of paid holidays. This was also the reasoning of the Stitt Board.

Sick Leave

The union is requesting that employees be allowed eighteen days' pay per year for time lost on account of sickness, and that the unused day shall be cumulative. It also requests that the issue be decided in accordance with the general settlement provided in the Sloan award. We can see no special circumstances which would suggest that this question should be treated separately for extra gang employees, except that if sick pay is established in principle it should be pro-rated to the number of days worked. This last statement is not to be construed as an indication that the members of this Board are either favourable to, or opposed to, the principle of sick pay.

Recommendation on Sick Leave

Sick leave provisions should correspond in principle with the settlement in the award of Mr. Justice Sloan in the non-operating union case.

Vacation with Pay

The union is demanding certain changes which would have the effect of increasing the vacation provision. It is our opinion that the principle established in the Stitt report was sound and should be continued. The Stitt Board unanimously recommended as follows:

Vacation with Pay: Regulations should be incorporated in the agreement based on the same practice now in effect on Canadian railways and applying to other Maintenance of Way employees and a check back should be made for three years, to October 1, 1949, to determine the length of service of the employee.

Recommendation Regarding Vacations

Vacation provisions should be determined after the award in the non-operating case and in conformity with the vacation provisions it shall contain. If the award provides for changes in vacations, proportionate changes in the vacation provision for extra-gang employees should be included in wage agreement No. 13.

Seniority

The Brotherhood is requesting that Section 3, Paragraph (a) be modified to read as follows:

The seniority of an extra gang labourer shall be confined to a Superintendent's Division. A new employee shall not be regarded as permanently employed until after three months' service, and within such period may, without investigation, be removed for cause which in the opinion of the railway renders him undesirable for service. If retained, his seniority shall commence from the date on which he became an extra gang labourer under the provision of Section 1 of this agreement.

Before completion of probationary period employees must undergo medical examination as required by the railway.

The effect of this change would be to date back an employee's seniority to the time of hiring rather than the time of completion of the probationary period. The clause differs from that contained in the expired agreement No. 13 only by omission of the words "and shall commence on the completion of this probationary period." The Railway Association has interpreted this to mean that the union is anxious to bring the seniority clause into conformity with the changes proposed for the definition of an extra gang employee. This is clearly implied in the rebuttal statement of the association which reads in parts as follows: "...the fundamental objection to this proposed revision (on seniority) is the fact that the brotherhood is requesting that probationary labourers be paid the schedule rate of pay..."

The Board members believe that the issue of seniority, probationary period, and rates of pay should be treated separately. We have already supported the idea of a probationary period during which the employing companies are free to dismiss if in their opinion the man is unsuitable. The question of the rate of pay for this period will be considered later in the report. The dating of seniority can now be considered on its merits.

Disentangled from questions of pay and probation, seniority resolves into an issue of fairness between and among employees. It is no longer of concern to the employer, the principle of seniority having already been long established on the railways and included in the expired agreement. On this basis a solution is not difficult.

Probably in the majority of cases seniority, in relation to other employees, for a man under the existing provision would in fact reflect the starting time of his employment. Nevertheless, there could be, and probably are, a considerable number of cases in which, through the chance of employment opportunities, an

employee can get on to the seniority list before someone else who started to work at an earlier date in the same Superintendent's Division. We believe that this possibility should be ruled out as far as possible. It cannot be wholly eliminated if a probationary period is preserved during which the determination of seniority is held in abeyance. However, its long run effect would disappear if back-dating were established.

Recommendation on Seniority

The Brotherhood's proposed revision should be accepted, with the added provision that any administrative act consistent with the seniority lists shall not be overruled by changes in the list after the action was taken.

Notice of Layoff

The Brotherhood is requesting a five working day notice to employees of any force reduction. Wage agreement No. 11 and other agreements applicable to Canadian railway lines are quoted as supporting precedents. The union argues that equality of treatment requires that the same privilege be extended to the extra-gang employees.

We sympathize with the union in its desire to reduce the impact of irregularity of employment in an occupation where unpredictability, in the nature of things, plays an important role. We believe that all reasonable steps should be taken to mitigate the effect of this irregularity. However, we cannot feel that the employer has within his hands much power to correct the situation. Extra gang work is seasonal at best, and within seasons will be determined by weather and other unforeseeable conditions. We cannot accept the union proposal to impose on the employer a rigid responsibility.

Recommendation Regarding Notice

The employers should agree to make every reasonable effort to plan the extra gang work so that it will reduce uncertainty for the employees to the lowest point possible. Notice of layoff should be given as far in advance as the employer can be certain of the date on which the layoff will be effective.

Leave of Absence and Transportation

The employees' request reads as follows:

Upon request of foreman made with consent of men in the gang and approval of superintendent, special arrangements may be made to vary starting time on Friday and/or Monday up to two hours to permit employees to take trains to and from home.

This proposal is taken directly from Wage Agreement No. 12. Its purpose is to establish flexibility at the end of the work week to permit employees to take advantage of train travelling to and from their homes.

The association objects to its inclusion on the following grounds:—

(1) It assumes a five-day week.

(2) The irregularity at the end and beginning of each week would result in a reduction in the efficiency and productivity of the work gangs.

(3) It would lead to administrative difficulties because of the link between the hours of work of extra gang employees and those of running trades employees. Penalty overtime rates might result.

The clause as presented is inconsistent with our recommendations regarding the length of the work week. At least it prejudges the case and assumes a five-day week, Monday to Friday. But, leaving this feature out, we believe the intention expressed to be reasonable. The proposed clause would leave four vetoes, one from the members of the gang, one from the foreman, one from the superintendent, and presumably one in levels of authority above the superintendent. Three of these four points of unilateral authority are with management. Any such clause which leaves so much to the unchallenged authority of management cannot be rated as much more than a hopeful resolution. It would impose on the employer nothing more than the obligation to consider staggering working hours at the beginning and end of the work as a convenience to the gang members. Certainly it would be legitimate to refuse to change schedules if additional costs were to result. We believe the principle should be incorporated in this agreement. The wording should be altered to conform with the recommendation on the work week.

Recommendation on Leave of Absence and Transportation

The following clause should be included in the Agreement:

"Upon request of the foreman made with the consent of the men in the gang and approval of the superintendent, special arrangements may be made to vary starting times, at either the beginning or end of the work week or both, up to two hours to permit employees to take trains to and from home."

Travel Time

The existing provision in the agreement is as follows:

(g) Employees when detained for conveyance and while travelling (except in their regular boarding and sleeping cars) on orders of the railway to and from work after their regular hours shall be allowed straight time. Employees when travelling in their regular boarding and sleeping cars during their regular working hours and between the hours of 6 a.m. and 10 p.m. on Sundays or holidays, specified in clause (f) of this section shall be allowed straight time. When practicable to do so, boarding and sleeping cars shall be moved at other times than between the hours of 11 p.m. and 6 a.m.

The union is requesting certain changes which would increase the benefits to their members and impose certain penalties on the employers for moving persons outside of working hours.

We were advised that this condition is consistent with that prevailing in Agreement No. 12 presently subject to an award by the special arbitrator. It is also our understanding that the issue of travel time is not in dispute in that case. We have already recommended that certain issues in the dispute regarding Agreement No. 13 be held in abeyance until the award in the non-operating case is received, but only in those instances where similar demands are being made in both cases, and where the agreements are similar. Even though we must recognize the right of independent bargaining in the two situations, we believe the circumstances in the two cases to be sufficiently similar as to justify maintenance of common standards.

Contrary to the statement of the Association, we do not feel that the penalty feature is important in the present agreement. Undoubtedly it would be if the union request were granted. Thus the request for time and one-half for travelling on Sundays or at night would definitely be a penalty designed to discourage movement of gangs during those periods. But there is no appreciable penalty involved if the rates imposed on the out of working hours period are the same as in the working period. It costs the railways no more to move the men on Sundays than in working time. In fact, with equal pay rates, the mere fact of investment in equipment would favour Sunday movement.

However, since there are certain periods outside working hours when men can be moved without travel time pay, the inclination will be to move gangs during these periods. In effect the proposals of the union would discourage Sunday travel and travel at night. It is questionable whether this is consistent with the interest of employees in maximizing the seasons income. In a period of financial difficulties it is probable that the employing railroads would be inclined to dispense with some extra gang service as rates are forced up.

Taking these several matters together, we feel that the changes requested by the union on this point should not be pressed at least at present.

Recommendation—Travel Pay

No change in present agreement.

Rates of Pay

Two pay issues are involved. At present the employers are free to pay workers with less than three months service whatever they wish. In practice they seem to follow a pattern of area rates. The union is asking that this hiring rate become contractual and that it equal the rate for extra gang employees who have served more than three months. The union is also asking that the pay rates for temporary extra gang men who now receive 90 cents and 95 cents per hour, the amount depending on the length of service, shall be raised to the level of permanent extra gang labourers who work year round with section men. The union has explained that it was always their objective to include the temporary extra gang men in wage agreement No. 12. Wage Agreement No. 13 was signed only after half a century of failure to achieve the original purpose.

At this point it is important to recall the contents of the preamble to this report wherein the nature of the role of this Board and its responsibilities were discussed. If our reasoning appears to some to pay insufficient attention to certain financial problems of the employer, the reply must be made that this problem is only one of the criteria we have used, and in the nature of our task, must be taken in conjunction with other factors.

(a) *Rates of Pay for Probation Employees*

In the section of this report dealing with the definition of an extra gang man, the probation principle and period was upheld. The union gave the impression that the present freedom regarding this kind of employment was a threat to the union inasmuch as the employers could use the privilege to operate largely with a revolving gang of probationers. While there was no charge of abuse, the union was anxious to remove the temptation. This could be reasonably well guaranteed if the hiring wage were not at the discretion of the employer but were made a contractual obligation known to all. There is no conducive evidence that the hiring rate

should be the same as the regular employees rate. But it seems to be wise to establish a rate somewhat but not overly far below the regular rate. In setting a rate the Board is aware of the differences which prevail between the regional labour markets. But this is not unique to the temporary extra gang men. Standardization across the country is certain to benefit low paid areas more than high paid sections. Moreover, it should be remembered that the recommendation is for a minimum.

Recommendation on Rates of Pay for Probationers

A minimum rate of 80 cents per hour should be established.

(b) *General Pay Rates*

Pay increases for these employees must be justified either on the grounds that their rates have lagged behind in a general wage movement resulting either from increases based on some factor such as inflation or productivity; or on the ground that there has been an historic differential against this group which is not justified.

The union has presented us with statistical data, a large part of which comes from American sources. This data must be admitted with great caution. The per capita income in Canada is generally assumed to be and probably is somewhat lower than that of the United States. Moreover, its distribution pattern is also different. The mere fact of the American distributive pattern of railway wages is no more proof that the Canadian should be the same than the reverse proposition that the American should conform to the Canadian.

The union has also presented data showing an historical comparison of the wage rates for extra gang men and section men (Employees Exhibit No. 5). The union expresses the point of view that an increasing spread in cents per hour between the two types of occupation between 1921 to 1952 indicates a growing discrimination against the extra gang men. This is incorrect by itself unless the same picture emerges when the comparison is based on percentages. It is true (according to the union figures) that the average hourly rates for section men in 1921 were only 7 per cent above those of extra gang men. In 1926 this had increased to 25 per cent and by 1930 was over 40 per cent. In five year intervals it has moved as follows:—

1921— 7%	1941—31%
1926—25%	1946—24%
1931—42%	1951—40%
1936—48%	

Thus, if we leave out the opposing extreme years of 1921 and 1936 the differential has ranged between 25 per cent to 40 per cent but was no higher in 1951 than it was in 1930. The relative position of these extra gang employees in relation to section men has not deteriorated over the past twenty-three years. A similar result emerges when the percentages are struck in comparing wage movements of extra gang and transportation labourers (Employees Exhibit No. 8). The transportation labourers had a 39 per cent advantage in 1926 and precisely the same in 1951. The intervening fluctuations were steadier than in the earlier comparison. There appears to be no case that the hourly wage position of the extra gang labourers has become relatively worse.

The question regarding the long run position is more difficult to establish one way or the other. Nevertheless, there is a presumption in the figures available which supports the view of the Stitt Board that the two classes of work under comparison, temporary extra gang men and section men, are sufficiently different to justify a considerable wage difference. It is also to be noted that the labour market has tended to maintain a considerable differential throughout the last quarter century, narrowing it somewhat in tight market periods and widening it again when conditions slacken. The trend, however, appears to be to perpetuate the same percentage differential. Without further evidence we see no reason to indicate a wage increase on this basis.

Finally, the indices which normally support an increase are not favourable at the moment. Cost of living, investment, the financial position of the company and the like, do not support the union demand. Furthermore, the fact that the major railway unions are not pressing for an increase cannot be ignored, particularly since the extra gang employees are asking for substantially the same fringe benefits as are the other unions.

Recommendation on Wages

No increase as such.

Compensation Adjustment

The recommendation to reduce the hours to those recommended by the Stitt Board, viz. to 50 per week would, if implemented, decrease the take-home pay of the workers. Compensation for this possible loss in pay seems to be justified. Extra gang labourers have been, until recent years, working a 60-hour week. In the expired agreement this was in effect reduced to 54 after which

overtime rates became operative. While this report has emphasized the high premium extra gang workers will almost certainly place on income as against leisure, a 54-hour week is out of line with developing practice in industry generally. There is justification for the implementation of the Stitt Board recommendation of 50 hours per week. This should be accompanied by an hourly wage increase which will produce the same income for 50 hours as the present scale does for 54 hours.

At present some employees receive 90 cents per hour and some 95 cents. The adjustment should be calculated as follows:

$$\frac{54 \times \$0.90}{50} = \$0.972 \text{ per hour}$$

Thus, dropping the $0.002 the new rate becomes $0.97 per hour.

$$\frac{54 \times \$0.95}{50} = \$1.024 \text{ per hour}$$

Dropping the $0.004 the new rate becomes $1.02 per hour.

Recommendation on Wage Adjustment to Compensate for Reduction in Hours

Those currently receiving $0.90 per hour should be paid $0.97.

Those currently receiving $0.95 per hour should be paid $1.02.

In conclusion, the Board wishes to express its appreciation of the courtesy displayed to us by the representatives of the two parties at all times during the hearings.

Respectfully submitted.

(Sgd.) H. D. Woods,
Chairman.

(Sgd.) Michael Rubenstein,
Member.

MINORITY REPORT

Prof. H. D. Woods
Director of Industrial Relations
1020 Pine Avenue
Montreal, Que.

Dear Prof. Woods:

I have your letter of October 22 enclosing copies of your report to the Hon. Milton Gregg, Department of Labour, Ottawa, in connection with Industrial Relations and Disputes and involving the dispute affecting the Brotherhood of Maintenance of Way Employees, the Applicant, and the Railway Association of Canada (Extra Gang Employees), Respondent.

I agree with the recommendations submitted by you with the exception of the following three items:—

1. Recommendation on Seniority.
   Rates of Pay for Probationary Employees.

My objection to your recommendation in these cases is due to the fact that these individuals are only temporary employees and to grant this request would result in temporary employees receiving more favourable consideration than other Maintenance of Way employees receive during their probationary period.

2. You also recommend that the decision rendered by Judge Sloan, Arbitrator, dealing with the Non-Operating Group, covering the following benefits be made applicable to temporary Extra Gang Labourers:—
   (a) Payment of holidays.
   (b) Guarantee for holiday pay when employee is required to work and rates be paid.
   (c) Arrangements in case a holiday falls on a day of rest.
   (d) Sunday Penalty rates.
   Sick Leave.
   Vacation with Pay.

I am unable to see my way clear to concur in your recommendation in respect to the above items. The employment of the individuals in question is of a temporary nature and it is unreasonable to recommend that these employees be granted the same rights and privileges as might be granted permanent employees who have spent years in the service of the Railway.

3. Compensation Adjustment:—
   While it is true that the Stitt Report recommended a 50-hour work week when the agreement was negotiated, the representatives of the employees agreed to an eight-hour day, forty-eight hour week with *pro rata* rate for the 9th hour of service. It must have been realized that fifty hours would be difficult to divide among six days and the employees were evidently more concerned in earning additional compensation. In view of the fact that an eight-hour day, forty-eight hour week has been established, it is my view that it would not be proper

for this Board to recommend an adjustment in hourly rates in order to grant the employees fifty-four hours' earnings for a fifty-hour week. Any recommended changes in the agreement should be effective as from November 1, 1954.

Yours respectfully.

(Sgd.) S. W. Crabbe,
Railway Nominee.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard October 19, 1954.

The three disputes concerned one claim for payment of deadheading and two claims for time and one-half for a second tour of duty started within 24 hours of the starting time of the previous shift.

The Board sustained the contention of the employees in two cases but not in the first.

The three disputes and decisions are summarized below:—

Case No. 650—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for payment for deadheading back to his home terminal.*

On August 23, 1953, a spare fireman was slightly injured when, while handling the water spout, he stepped on the angle iron on top of the lid and fell to the deck of the tender. He stated that he could not complete the run, a distance of 48 miles, and the company supplied another fireman.

When called for his turn the next day, he booked unfit and returned to his starting point on his own initiative.

The employees contended that the fireman had been sent from his home terminal on the company's orders and is entitled to payment for deadheading back to home terminal, inasmuch as the deadheading was incurred because he was away from his home terminal at the direction of the company.

The company argued that the fireman by his own admission failed to take the necessary precaution when handling the water spout and did not book unfit or book rest when his train reached its destination. He was, therefore, considered available for his turn out. He did not book off or unfit on his return to his starting point and when called for his next turn out two days later he accepted this call.

The company contended there was no provision in the schedule for the payment of deadheading to home terminal due to having been injured and if any provision was made for payment on the part of the company, this would conflict with the purpose of the British Columbia Compensation Act, which provides that payment of compensation because of injury will begin on the fourth day of lay-off, exclusive of holidays.

Representatives of both contending parties appeared before the Board and gave additional evidence. It was developed that the claimant did not deadhead on the company's orders.

The Board ruled that the employees contention be not sustained.

Case No. 651—*Dispute between Canadian Pacific Railway (Eastern Region) and Brotherhood of Railroad Trainmen with respect to a claim by a yardman for time and one-half for second tour of duty started within a 24-hour period of the starting time of the previous shift.*

A regular assigned yard helper at Windsor, Ont., was required to work as relief yard foreman from 11:59 p.m. to 7:59 a.m. on May 3, 1953, and from 11:00 p.m. to 7:00 a.m. on May 4, 1953. He claimed time and one-half for service performed on the second shift, May 4. Both shifts were paid straight time rates.

The employees referred to Rule C of yard service overtime, which reads in part:

1. Yardmen assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at *pro rata* rates, will be paid for time worked in excess of eight hours' continuous service and for the second tour of duty at one and one-half times the *pro rata* rates....

The employees also referred to Rule L, part of which reads as follows:

1. The promotion of yardmen in their respective yards will be according to the seniority of the men in that yard and will be governed by merit, fitness and ability...

The employees contended that under the schedule rules quoted above the yardman was entitled to the claim as he was taken off his regular assignment and required to start the second tour of duty within a 24-hour period from the starting time of his previous shift.

The company admitted that the claimant had begun the second shift within 24 hours of starting time of the preceding shift. However, they pointed out, the yardman held a regular position and when he elected to work as relief yard foreman, he was exercising his seniority. The company took the position that when such work is performed in the exercise of an employee's seniority then he is not entitled to time and one-half rate, but only to straight time rate.

The Board in reaching its decision made it clear that it seemed unlikely, in view of the passage of time, that the exact facts could be established satisfactorily. Under these circumstances it was felt that the employee might be given the benefit of the doubt. The contention of the employees was sustained by the Board with the understanding that this decision applied only to that particular case and did not establish any precedent.

***Case No. 652**—Dispute between Canadian Pacific Railway (Eastern Region) and Brotherhood of Railroad Trainmen with respect to a claim by a yardman for time and one-half for second tour of duty started within a 24-hour period of the starting time of the preceding shift.*

On December 13, 1952, a yardman at McAdam Junction, N.B., worked from 2:30 p.m. to 10:30 p.m. as a yardman and then from 10:45 p.m. to 6:45 a.m. on December 14 as yard foreman. He claimed time and one-half for the second tour of duty.

The employees referred to the same rules as in Case No. 651 above.

It was the employees' contention that the yardman was called and required to work as foreman on a second tour of duty within a 24-hour period and therefore entitled to time and one-half for the second tour.

The company argued that the yardman held a regular job on a shift which began at 10:00 p.m. on December 13 and that he was called for and worked as yardman, in the exercise of his seniority, on a shift beginning at 2:30 p.m., as there was a temporary vacancy on this shift. Eleven qualified men senior to the claimant were worked as yardmen on shifts that day and were called in turn to fill the vacancy but all declined. The claimant, the next in line, elected to do so.

No claims were received from any of the senior men called and this confirmed that the claimant, in electing to work the 10:45 p.m. shift as yard foreman, did so in the exercise of his seniority, the company contended. Therefore, the company argued, the yardman was not entitled to time and one-half rate, but only to the *pro rata* rate.

Following the submission of additional evidence by both parties the Board ruled that the contention of the employees be sustained.

Broadcasts on Seasonal Unemployment

(Continued from page 29)

governments, industry, labour and the consuming public could reduce it to a minimum. The Minister added that the attainment of such objectives as high employment and a steadily increasing standard of living entails responsibilities for all sectors of the economy.

Calling upon employers, workers, consumers and governments to attack the seasonal unemployment problem as a team, Mr. Gregg recommended initiative, ingenuity and joint efforts by all. He added that no one group could accomplish a great deal alone but expressed confidence that together, all groups in the economy could do much to stabilize employment on a year-round basis.

Hospital Insurance Covers 60% of U.S. Population

Hospital insurance covered 98·8 million persons and surgical insurance 82·3 million out of a United States population of about 157·4 million at the end of 1953, according to data compiled by the U.S. Health Insurance Council. Catastrophe insurance covered 1·2 million, a rise of 77 per cent during the year.

Catastrophe insurance pays nothing to the insured if the cost of an illness is below a certain amount. Above the deductible amount, which ranges from $100 to $500, the insurance company usually pays 75 per cent of the medical costs.

About 42 million United States workers are covered by disability insurance that indemnifies against loss of wages.

Apprenticeship Clauses in Collective Agreements in the Printing Industry

Practically all collective agreements in the printing industry have clauses on apprentice training and agreements in the industry contain more information on this subject than those in most other industries

Practically all collective agreements in the printing industry make some mention of apprenticeship—many go into considerable detail—and agreements in this industry contain more information on the subject than those in most other industries.

This is not surprising, for apprenticeship training has long been the accepted method by which printing tradesmen learn their skills and their unions have for many years played a part in establishing apprenticeship regulations for the various printing trades.

This article, which describes briefly the conditions of apprenticeship in the three principal printing trades, compositor, pressman and bookbinder, is based mainly on information drawn from collective agreements currently in force, supplemented by provisions contained in the by-laws of the unions concerned. These trades, besides being the most important in point of number of members, are those about which most information is given in the agreements.

Apprenticeship regulations covering printing trades in the province of Quebec, as established by decrees under the Quebec Collective Agreement Act, are also described. The printing industry in that province is largely, though not exclusively, governed by that Act.

The permitted ratio between numbers of apprentices and journeymen varies considerably from one agreement to another in all three trades. There seems to be no connection between the ratio and the locality or province, and reasons for the variations are not apparent; however, they probably depend largely on local supply of and demand for journeymen. The by-laws of one of the unions in fact state that the ratio is to be adjusted "so that the industry gradually absorbs the new journeymen" and describe in detail a method for calculating the ratio to that end.

COMPOSITORS

Practically all of the agreements on file in the Department affecting compositors contain some provisions regulating apprenticeship training. Excluding agreements covering establishments in the province of Quebec, about 75 per cent deal with apprenticeship in a fairly detailed manner while nearly all of the remainder at least include a wage scale for apprentices and give the permitted ratio of apprentices to journeymen in the establishment covered.

In all but a very few of these agreements the International Typographical Union is the representative of the employees. In the province of Quebec a large number of the agreements in force are with *Le Conseil Syndical des Métiers de l'Imprimerie;* these agreements are usually in standard form, which states that the working conditions of apprentices not covered in the agreement are governed by the Collective Agreement Act decree for the industry.

The provisions regarding apprenticeship in the agreements of the International Typographical Union are based on the union's General Laws, from which they are often taken almost verbatim. Collective agreements often, in addition, contain specific regulations on some aspects of apprenticeship in response to local requirements.

The main provisions regarding apprentices, based on an examination of a number of the agreements of the ITU, are set forth below. None of the agreements examined contained all of these regulations. They have been obtained by putting together information found in different agreements, reinforced by reference to the union's Book of Laws.

Admission and Length of Apprenticeship—Apprentices must be not less than 16 years of age at the beginning of their apprenticeship. Sometimes a certain degree of education is stipulated as necessary

before a young person can be admitted as an apprentice. For example, one agreement states that the applicant shall have completed public school or its equivalent. Another agreement states that two years' high school are required.

An applicant, before entering the trade, must pass a technical examination given by the local union's apprenticeship committee, and a physical examination by a doctor approved by the local. Locals reserve the right to refuse to register apprentices in any office which has not the necessary equipment to afford instruction in the different branches of work agreed on.

The terms of apprenticeship is six years. At the end of the first year, if the apprentice proves competent, and if the foreman and the apprenticeship committee recommend him for membership, he must be admitted to the union as an apprentice member.

Training and Supervision—Beginning with the second year of his training, the apprentice is required to be enrolled for the Union's Course of Lessons in Printing, and he must complete this course before he can be admitted as a journeyman member at the end of his term. During the last two years arrangements are to be made to give him instructions on all typesetting and typecasting devices in use in the office where he is employed. No apprentice is allowed to leave his employer and take service with another without the written consent of the president of the local union.

A number of agreements contain an outline of the kinds of work to be taken up by an apprentice in each year of his training. The following two extracts are examples of such schedules:

I

An apprentice may be required, during the first year of his apprenticeship, to do any work the office may desire, but must be allowed during this time to learn the case and learn to set type. During the second year of his apprenticeship the apprentice must be employed on composition an average of at least two and one-half hours per day and must be taught the rudiments of display work. Beginning the third year, the program of work will be as follows: ads, thirty months; make-up, seven and one-half months; machine composition, ten and one-half months.

II

In the first year an apprentice may be required to perform such work in the composing room as the foremen may direct.

In the second year an apprentice shall be employed at least 50 per cent of his time on hand composition and distribution.

In the third year an apprentice shall be employed in the ad room at least 75 per cent of his time at the general work of that department.

In the fourth year an apprentice shall be employed full time on hand composition, make-up work or such work as may be required of an all-round compositor. And in the fifth and sixth years apprentices shall be employed on typesetting machines or such other typecasting devices as may be in use in the office where they are employed.

Certain provisions are made for the supervision of the apprentice during his term of service. The foreman and the chairman of the chapel* are to see that the apprentice is given every opportunity to learn the different branches of the trade by requiring him to be given work on the different processes involved and to be passed on to another when he has become proficient in one of these processes. It is sometimes provided that the chairman shall make quarterly reports to the local apprenticeship committee. These reports are to show whether the agreed conditions are being kept, whether the apprentice is being advanced or kept back in learning the different processes; if he has shown himself negligent or incompetent that fact is to be noted. Occasionally the receipt of the regular wage increase is dependent upon the apprentice's satisfactory progress. If an apprentice is careless and neglectful of his duties his case is to be investigated by the local committee and presented to the union for action.

Registered apprentices are to be given the same protection as journeymen and are to be governed by the same shop rules, working conditions and hours.

Wage Scale—The wage scale for apprentices is commonly expressed in percentages of the journeyman's rate. Most often increases are allowed every six months but quite frequently they are given annually. In other cases annual increases may be the rule for part of the apprenticeship term, and increases at six-month intervals during the rest of the period. The rate at the beginning of apprenticeship ranges from 25 to 40 per cent of journeymen's rates, and in the last year, or last six months of the term, from 70 to 90 per cent.

There is some variation in the amount of each increase. Moreover, although it is usually the same in each period, this is not always the case. The following example illustrates a case in which there is a variation both in the length of the period between increases and also in the amount of the increase:

*To the compositor, his union is a religion—local shop units are called "chapels".

1st year, 30 per cent; 2nd year, 35 per cent; 3rd year, 1st 6 months 40 per cent, 2nd 6 months 45 per cent; 4th year, 1st 6 months 50 per cent, 2nd 6 months 55 per cent; 5th year, 1st 6 months 60 per cent, 2nd 6 months 65 per cent; 6th year, 1st 6 months 75 per cent, 2nd 6 months 85 per cent.

As a general rule, however, the increase amounts to about 5 per cent of journeyman's rate per 6-month period, or 10 per cent per year.

Ratio of Apprentices to Journeymen—Some provisions in agreements are designed to limit the degree to which apprentices are allowed to be substituted for journeymen in the performance of the work of the composing room. A provision of this kind found in almost all agreements governing this trade is one which establishes the ratio to be maintained between the number of apprentices and the number of journeymen employed in the establishment. This ratio varies greatly between agreements. One agreement, for example, gives the ratio as one apprentice to two journeymen; if more than two journeymen are employed one extra apprentice may be employed for the next five journeymen; after a total of four apprentices are employed the ratio becomes one additional apprentice to every 10 additional journeymen. Under the terms of another agreement only one apprentice is allowed to 15 journeymen, and a one-year interval is required between each enrolment of an apprentice. Sometimes there is a limit to the total number of apprentices that may be admitted, such as three or four.

Many agreements provide that the stipulated ratio between apprentices and journeymen is to be maintained when overtime work is performed. It is commonly provided that an apprentice shall not have charge of a department or class of work.

PRINTING PRESSMEN

Nearly all the agreements on file covering pressmen refer to apprenticeship training but generally less detail is given than in the compositors' agreements. Excluding Quebec province, between 15 and 20 per cent of the pressmen's agreements went into reasonably full detail; while 30 per cent gave a few particulars. Nearly all, however, included a wage scale for apprentices and/or the permitted ratio of apprentices to journeymen.

In all but two of the pressmen's agreements examined the International Printing Pressmen and Assistants' Union is the bargaining agent for the employees, and the following outline of the principal provisions regarding apprentices is based on the agreements of this union. Reference was also made to the Constitution and Laws of the union.

With regard to the Collective Agreement Act of Quebec, the remarks made concerning apprentice compositors also apply to apprentice pressmen. Three agreements affecting pressmen in Montreal, negotiated by the International Printing Pressmen's Union, are, however, included in this section of the analysis.

Admission and Length of Apprenticeship—Apprentices in this trade are commonly divided into apprentice assistants (sometimes referred to simply as apprentices or assistants) and apprentice pressmen. The total length of apprenticeship before journeyman status is reached appears to be generally six years. Of this time three years must be served as an apprentice assistant, and the remaining three years as apprentice pressmen.

An apprentice assistant, however, does not necessarily go on to become an apprentice journeyman. He may on the contrary qualify as, and remain, an assistant pressman (also called a feeder), four years' service as an apprentice usually being required before full press assistant's pay is reached. Should he wish to become a journeyman, after three years as an apprentice (also called apprentice assistant), if there is a vacancy, and if his employer is satisfied that he has the necessary qualifications, he may become an apprentice pressman. After a further three years' service he is eligible to become a journeyman pressman. He does not, however, necessarily become a journeyman automatically on completion of his apprenticeship. This may depend upon there being a vacancy for a journeyman in his own office or in some other office within the local's jurisdiction to which he is willing to go. If there is no vacancy for a journeyman the apprentice may continue to work at the rate of pay he reached at the end of his term, which is generally between 85 and 95 per cent of a journeyman's rate. Under some agreements the apprenticeship period is not divided in this way, and the term is five or six years.

The following definitions are given in one agreement:

> An apprentice pressman shall mean one who has served time in a pressroom as a press assistant and who is recognized by the employer as being competent enough to be given the opportunity to study and learn his trade with the objective of becoming a journeyman pressman. He may be used as a pressman at the discretion of the employer, but on two-colour presses he may be used only after he has completed three years of his apprenticeship.

A press assistant (feeder) shall mean an assistant to a journeyman. Such assistant shall have not less than three years' experience and be capable of assisting in make-ready and operation of a press with or without an automatic feed.

An apprentice shall mean one who is beginning the trade and does not qualify as an assistant, but who is learning with the objective of becoming a press assistant.

Training and Supervision—The Constitution and Laws of the International Printing Pressmen's Union require that all apprentice pressmen shall apply for membership in the union and shall take the correspondence course supplied by the Trade School of the Union. The local union is furthermore required to maintain a standing committee to conduct examinations which are held quarterly. Reports on these examinations are to be sent to the local union concerned, to the employer and to the President of the International Union.

An apprentice may not leave one office and take service with another employer without the written consent of his employer and of the president of the union. However, these rules, which are contained in the union by-laws, are mentioned in only a few agreements.

The laws of the International Union also require that a local joint apprenticeship committee be set up, to be composed of an equal number of representatives of the employers and of the union local concerned. This committee is to make surveys, to report upon apprenticeship conditions, and to enforce conditions agreed upon. It may recommend the cancellation of training for an apprentice who does not show the necessary aptitude or qualifications, or for other reasons.

Apprentices are to be governed by the same rules, working conditions and hours as journeymen, and are to receive the same protection. No office is to be entitled to employ an apprentice unless it has the equipment necessary for proper instruction in the classes of work being taught. Any apprentice who loses his position through no fault of his own is to be given the first apprenticeship vacancy occurring in any shop.

Wage Scale—The scale of wages for apprentices, as a percentage of journeymen's rates, varies considerably from one agreement to another. The starting rate ranges from 30 to 40 per cent of the journeyman's rate; the final rate before reaching the journeyman's scale, from 80 to 95 per cent.

The method of stating the scale also varies. It is commonly given as a percentage of the journeyman's rate but quite often it is given as a rate per hour or per week. Moreover, in many agreements two scales are given, one for apprentices and one for apprentice pressmen.

Ratio of Apprentices to Journeymen—In about half the agreements which gave the permitted ratio of apprentices to journeymen the proportion was one to four. Sometimes the ratio was one to four or major fraction of four. In the rest of the agreements various ratios were mentioned, including one to three or fraction of three, one per crew or per press and ranging to as small a ratio as one to 10. In the two agreements which mentioned the ratio of one to 10, any shop regularly employing one or more journeymen was allowed at least one apprentice. One agreement stated that no ratio was recognized but that apprentices might be admitted by arrangement between employer and union. Another agreement limited the number to that which could be absorbed locally.

BOOKBINDERS

Agreements of the International Brotherhood of Bookbinders on the whole contain fewer provisions regarding apprentices than those of either of the other two trades dealt with in this study. Almost a quarter of those examined have no provisions relating to apprentices. Of the remainder, nearly all include a wage scale for apprentices, and about two-thirds also mention the permitted ratio of apprentices to journeymen employed. Only about 20 per cent of the agreements on file contain any substantial amount of detail regarding apprenticeship.

The following outline of apprenticeship conditions in this trade is based on information obtained from some of the agreements and from the Constitution and By-laws of the International Union.

Admission and Length of Apprenticeship—Where age is mentioned, 16 or 17 is the minimum for a candidate for apprenticeship. Apprentices must be registered by the secretary of the local union.

In this trade there are separate apprenticeships for males and females. But as far as conditions of apprenticeship covered by collective agreements are concerned, the only differences in the regulations for males and females are in regard to the length of apprenticeship and the ratio of apprentices to journeymen or journeywomen allowed. Separate and distinct classes of work are, however, allotted to men and women. The following extract from an agreement describes the kinds of work performed by each:

Journeyman Bookbinder

A Journeyman Bookbinder is a skilled artisan who has had at least five years' apprenticeship, and who can perform in a proficient manner any of the following hand operations, or can competently operate any of the various mechanical devices enumerated below:

Hand Work—Hand indexing, edging, marbling, embossing, case making, finishing, lettering, gold and foil stamping, rounding, making of blank books, putting on corners and siding on leather, law books and loose-leaf binders (other than school binders or file covers), forwarding, glueing up, and lining up, leather paring, any other skilled operations that is mutually agreed is bookbinding by hand.

Machine Operating—Case makers, stampers, cutting machines, rounders and backers, casing-in machine, lining and head-banding machine, folding machine (handling sheets 17 x 22 or over, or other than single folders), gathering machines, cloth cutting, board cutting, signature press operating, ruling, stripping, covering and gang stitching machines, or any other such machine that may be manufactured for the purpose of replacing hand work, which the parties hereto shall mutually agree upon.

Journeywoman Bookbinder

A Journeywoman Bookbinder is one who, after three years' apprenticeship, can perform in a skilled manner any of the following operations, shall be considered a journeywoman and shall come under the schedule of hours and wages set forth as the hours and wages for journeywomen:

Machine indexing, numbering, perforating, machine sewing, hand sewing, cheque binding, collating, gathering, laying on gold leaf, wire stitching, round cornering, inserting, padding, counting, tipping, drilling, punching, light work edging, single folding machine, small folding machines handling sheets under 17 x 22, eyeletting, slitting, feeding ruling machines, making file covers, or any other skilled work that shall be mutually agreed is the work of a skilled journeywoman.

The length of apprenticeship varies from four to six years for males. For females it is shorter—usually three, but occasionally four years.

Training and Supervision—A Joint apprenticeship committee composed of representatives of the union and the employer may be set up to supervise the training of apprentices. Opportunity must be given to learn all branches of the trade. An apprentice may be examined periodically by the local committee, or reports on his progress may be made to the committee by the chairman of the chapel. If an apprentice is careless or neglectful of his duties his case may be investigated and referred to the local committee for action. Apprentices may not leave one office and enter service in another without the written consent of the president of the union. They are entitled to the same protection as journeymen, and are subject to the same shop rules, hours and conditions of work.

Wage Scale—Wage rates for male apprentices are usually 30 or 35 per cent of journeymen's wages at the beginning of the apprenticeship term and rise by yearly or half-yearly increases to 90 per cent (occasionally as high as 95 or as low as 75 per cent) at the end of the apprenticeship term. For females, wages most often start at 60 per cent of journeywomen's rates and rise to 90 per cent in the last year or six months of apprenticeship, the higher percentage at the beginning, compared with male rates, being evidently due to the shorter term of apprenticeship.

Ratio of Apprentices to Journeymen—The ratio between the numbers of apprentices and journeymen who may be employed varies from one agreement to another. For males, the most common ratio appears to be one apprentice to three, or major fraction of three, journeymen; but ratios of one to two, one to four or one to five are found only a little less frequently. Sometimes the ratio varies with the number of journeymen employed, such as one apprentice for the first four journeymen employed, two for eight journeymen, and, if there are more than eight, then one extra apprentice is allowed for each five extra journeymen.

Sometimes the ratio for females is different from that set for males. In two agreements the ratio was one to five, or major fraction of five, for men and one to three, or major fraction of three, for women.

Not infrequently an office is allowed one apprentice if at least one journeyman is regularly employed, regardless of the established ratio.

COLLECTIVE AGREEMENT ACT, QUEBEC

Decrees issued under the Collective Agreement Act affecting the printing trades divide the province into three regions, Montreal Region, Quebec Region, and Chicoutimi Region, and each region is dealt with separately in the following outline of apprenticeship conditions.

Montreal Region

Admission—Applicants for apprenticeship in the printing trades must as a rule be not under 16 and not over 20 years of age. Educational qualifications ordinarily required are ninth year standing (Catholic schools) or two years high school (Protestant schools). Applicants are required to pass a medical examination. New apprentices may be employed only with the approval of the Apprenticeship Commission.

Training, Supervision and Length of Apprenticeship — An apprentice must attend the School of Graphic Arts at least one day a week for three years. Provision is made for the apprentice to be given an oral examination by the Apprenticeship Commission every six months, and for the Commission to report on his progress to his employer and his parents or guardian. Monthly written reports on the apprentice's progress must also be made to the Commission by the person in charge of apprentices in the establishment where he is employed.

A program of subjects to be learnt in each year of the apprenticeship term is laid down. The term of apprenticeship for compositors is six years. For press apprentices the term is four years but to attain journeyman status an apprentice must also take a recognized course at a graphic arts school, or an equivalent course approved by the Commission. After four years, an apprentice, on registering for such a course, becomes an apprentice pressman and is required to continue this course until he has completed his 7th year of apprenticeship. If he fails to undertake and complete such a course he is classified as an assistant pressman. In bookbinding the term of apprenticeship is six years for males and three years for females. Apprentices are entitled to the same protection as journeymen, and are subject to the same rules, working conditions and hours.

Wage Scale—Hourly rates are given in the wage scale. For apprentice compositors and male bookbinders the rates are from 47 to 58 cents in the first six months, and from $1.22 to $1.55 in the 12th six months, according to zone. For apprentices in the press department rates are from 43 to 58 cents in the first six months, and from $1.13 to $1.47 in the 8th six months. For apprentice pressmen the rates range from $1.19 to $1.60 in the 5th year, and from $1.21 to $1.76 in the 7th year. For female bookbinding apprentices rates run from 44 to 51 cents in the first six months, and from 67 to 80 cents in the 6th six months.

Ratio of Apprentices to Journeymen—The maximum number of apprentices that may be employed in any trade is one for every one, two or three journeymen; two for every four, five or six journeymen; and three for every seven, eight or nine journeymen. For every three journeymen employed over nine an extra apprentice is allowed.

Quebec Region

The apprenticeship rules for this region are not as detailed as those for the Montreal region. The applicant must be not under 16 and not over 25 years old, and the duration of the apprenticeship is determined by the Competence Committee and ends with the issue of a journeyman's card at the end of his first, second, third, fourth or fifth year. A certain standard of proficiency must be reached before this card is issued. The apprenticeship period for female bookbinding apprentices is four years.

During the apprentice's first month he must pass an oral examination before the Board of Examiners, and may be required to furnish a medical certificate.

The ratio between the number of apprentices and the number of journeymen that may be employed is the same as that already mentioned for the Montreal Region.

Wages for male apprentices in all trades in this region begin at from $19.50 to $21 per week in the first year, and rise to from $42 to $47 per week in the fifth year. For female apprentices the rates are $18.50 per week in the first six months and $32 in the 8th six months, rates for journeymen range from $1.52 to $1.62½ per hour. All rates are three per cent lower than the above in Lévis and Lotbinière counties, and 10 per cent lower in judicial districts other than that of Quebec.

Chicoutimi Region

Applicants for apprenticeship must be at least 16 years old, and must produce a seventh year certificate. The term of apprenticeship is five years for compositors, pressmen and bookbinders, and three years for female bookbinding apprentices. Certain credits are allowed to apprentices who have attended regular classes at the Graphic Arts School, or who have taken recognized correspondence courses.

Wage rates for male apprentices begin at 38 cents per hour in the first year and reach 92 cents per hour in the 10th six months. For female bookbinding apprentices the rate is 40 cents per hour in the first six months and 58 cents in the 6th six months in Zone I; and five per cent lower in Zone II. Journeymen's rates are $1.28 to $1.35 an hour.

An employer who has one journeyman may hire one apprentice; if he has two journeymen he may have two apprentices; and for each additional two journeymen one extra apprentice may be employed.

Collective Agreement Act, Quebec; Industrial Standards Acts, Ontario, Saskatchewan, Alberta

Under the Collective Agreement Act, Quebec, a number of wage increases were made obligatory by Orders in Council during October and November. Some changes were also made in other conditions of work, including paid holidays, vacations with pay, hours of work and overtime.

In the food products retail trade at Quebec, minimum hourly wage rates were increased by 10 cents, and minimum weekly rates by $1 in Zone II; minimum rates of Zone I were unchanged; compensation for unused vacation credits is now provided for all employees of both zones who leave their employment for any reason.

In the ladies' handbag manufacturing industry throughout the province paid holidays were increased from two to four. In the trucking industry at Montreal minimum hourly rates for all classes except junior helpers were increased by 5 cents.

Minimum hourly rates for longshoremen (ocean and inland) at Sorel were increased by 15 cents per hour for day work and by 22½ cents per hour for night work. For unloading grain from Great Lakes or ocean vessels into elevators, hours of work were adjusted and the minimum hourly rate for work between 7 a.m. and 11 p.m. is now $1.43 and the rate for work between 11 p.m. and 6 a.m., $2.14½, as well as after 55 hours per week; time and one-half is now paid for work between 1 p.m. and midnight on Saturday and double time for work during meal hours; vacation pay equal to 2 per cent of total wages during navigation season is now provided.

In the metal trades at Quebec the regular work week was reduced from 55 to 52½ hours; minimum hourly rates were increased by from 3 to 5 cents per hour, and two paid holidays are now provided for.

Under the Industrial Standards Act, in Ontario, new schedules for electrical workers at London and for bricklayers at Ottawa were gazetted September 25. The new schedule for electrical workers at London increases the minimum hourly rate from $1.90 to $2.05 and provides further increases of 5 cents per hour, each six months, to a new rate of $2.20 on and after January 1, 1956. The new schedule for bricklayers at Ottawa, except for certain overtime restrictions, remains unchanged with a minimum rate of $2 per hour.

During October and November, in Ontario, minimum hourly wage rates in the men's and boys' clothing industry throughout the province were increased by from 3 to 6½ cents per hour.

In Saskatchewan, a new schedule for painters at Saskatoon increases the minimum hourly rate from $1.40 to $1.65 per hour, and reduces the regular weekly working hours from 44 to 40.

In Alberta, a new schedule for painters at Edmonton increases the minimum hourly rate to $1.45 per hour.

Clergyman Condemns U.S. "Right-To-Work" Laws

The Rev. William J. Kelly, a Catholic University educator and former Chairman of the New York state Labour Relations Board, writing in a weekly paper, *The Machinist,* sharply assailed "right-to-work" legislation, which outlaws the closed shop.

He said the legislation was "morally wrong" in that it directly violated "man's natural right". The Catholic priest quoted from teachings accepted by all religious faiths to support his stand.

He described the laws as destructive of the general welfare. "All good men and women, Protestants, Jews and Catholics, should seek by every just means to get such laws repealed and should oppose them whenever they are proposed," Father Kelly declared.

"History testifies that the union shop has been a stabilizing influence in industrial relations," he said. "The same history testifies that open shop legislation has only led to unrest and low wages."

Father Kelly's article is the first in a series on "right to work" laws being published by *The Machinist.* Similar articles by leading Protestant and Jewish clergymen will follow.

Legal Decisions Affecting Labour

Saskatchewan and British Columbia courts review decisions of Labour Relations Boards. Saskatchewan appeal court affirms award of damages to injured farm worker. Quebec court refuses application by a longshoreman for order requiring union local to admit him to membership

In Saskatchewan the Court of Appeal has quashed an order of the Labour Relations Board certifying an international union for a six-store bargaining unit, holding that the application for certification was not timely because five of six agreements concluded by affiliates of the union separately for each store had not yet been in force for 10 months.

In another case the Court upheld a judgment for damages against the employer of a farm labourer who was injured while using unsafe machinery.

The British Columbia Supreme Court held that the Labour Relations Board had acted within its jurisdiction in certifying an electrical workers' union as bargaining agent for gas workers employed by the British Columbia Electric Company.

In Quebec a member of a longshoremen's union did not succeed in obtaining a court order to compel a Montreal local of the union to admit him.

Saskatchewan Court of Appeal . . .

. . . because of existing local agreements, quashes international's certification for six-store unit

On October 8 the Saskatchewan Court of Appeal granted an employer's application for an order to quash an order of the Labour Relations Board consolidating six bargaining units into one and certifying an international union as bargaining agent instead of several of its locals. The Court held that the Board had no jurisdiction to hear the union's application for certification on behalf of the new unit because under the Trade Union Act, where a collective agreement is in effect, an application for certification can be made only during the eleventh month of the term of the agreement.

Chief Justice Martin gave the facts in his reasons for decision. On February 18, 1954, a representative of the Retail, Wholesale and Department Store Union applied to the Labour Relations Board for an order rescinding paragraphs 1, 2 and 3 of its six certification orders respecting the employees of Macdonalds Consolidated Limited at Regina, Yorkton, Swift Current, Saskatoon, Prince Albert and North Battleford, and establishing a new bargaining unit composed of all the company's employees in the six cities. The union locals previously certified as bargaining agents of employees in the six cities were affiliated with the international organization making the new application for certification. The application of the international was filed on February 23 and served on the company on February 25.

Paragraphs 1, 2 and 3 which the union asked the Board to rescind were substantially the same in all six orders. They stated that the employees of the company in the city named constituted an appropriate bargaining unit, that the local union named represented a majority of the employees in the unit, and that the employer must bargain with representatives of the local union. The employees in each city constituted a separate bargaining unit. The first of the certification orders was issued in December 1946 and the sixth in April 1953.

Six collective agreements were concluded between the employer and the bargaining agent for each unit. Each of the agreements contained a provision that it should remain in effect for one year and thereafter from year to year unless, no more than 60 nor less than 30 days before the renewal date, either party notified the other in writing of its desire to terminate or revise the agreement. The agreements were effective from six different dates, all in March, April, May or June of 1953.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

99629—6

On April 21, 1954, the Board certified the international union as the bargaining agent for a unit made up of the six existing units. The order was stated to be "subject to the condition that the presently existing collective bargaining agreements do remain in force according to their terms". In the Chief Justice's view, however, the effect of the new certification order was to put an end to the existing agreements and replace them with another and different agreement.

He quoted Section 26 of the Saskatchewan Trade Union Act, which provides that every collective agreement shall remain in force for one year from its effective date and thereafter from year to year, unless either party notifies the other in writing not less than 30 days nor more than 60 days before the renewal date that it desires to terminate or revise the agreement. Subsection 3 provides that any trade union claiming to represent a majority of employees in a unit or part of a unit covered by an agreement may apply for certification not less than 30 days nor more than 60 days before the renewal date of the agreement.

In the case at bar it was suggested that the union applying for certification was the same entity as the local unions, the parties to the collective agreements. His Lordship stated that a reference to the constitution of the international union was sufficient to establish that the locals were separate entities from the international.

After examining the expiry dates of the six agreements, he concluded that the application of the international union, filed with the Board of February 23, 1954, was not made "less than 30 days nor more than 60 days" before the renewal dates of the agreements between the company and the locals, except in the case of the agreement covering the employees in Regina. Therefore the application was not made in accordance with the provisions of the Trade Union Act and the Board was without jurisdiction to hear it. The Board's order should therefore be quashed.

Counsel for the Board referred to Section 17 of the Act, which provides that the Board shall have full power to determine any question of fact necessary to its jurisdiction. He contended that the Board had power to decide the facts which would or would not give it jurisdiction and that having decided the facts its decision could not be questioned on *certiorari*. In this case, however, the Chief Justice stated that the facts admitted by the parties showed that the application was not made during the period provided by the Act. The Board, therefore, had no jurisdiction to deal with it and being without jurisdiction could not determine any facts.

The Court accordingly quashed the Board's order certifying the international union as the bargaining agent for a unit composed of six existing units. *In re Macdonalds Consolidated Limited and Retail, Wholesale and Departments Store Union* [1954] 13 WWR (NS) 363.

Saskatchewan Court of Appeal . . .

. . . dismisses appeal by farmer from judgment that awarded damages to an employee who was injured

On October 8 the Saskatchewan Court of Appeal dismissed an employer's appeal from a judgment awarding damages to a farm labourer injured while in his employ. The Court held that the employer was negligent in permitting the worker to continue to use machinery which he knew to be unsafe. The amount of damages awarded was $6,545.

Chief Justice Martin outlined the facts of the case. The plaintiff, a Dane who came to Canada in 1949, was hired in August 1951 to work on the defendant's dairy farm near Unity, Sask. The machinery on the farm included a very old feed cutter with the self-feeder missing. In the spring of 1951 when the defendant had some repairs done to the cutter, he learned that it was obsolete and that it was impossible to reconstruct the old self-feeder or to obtain a new one. He decided to continue to use the cutter, knowing that it would be necessary to feed it by hand. On December 4, while the plaintiff was pushing bundles of clover into the cutter, his left hand and arm were drawn into the machine and he lost his arm to within three inches of the elbow.

The Chief Justice agreed with the finding of the trial judge that the defendant was negligent in having the plaintiff feed sheaves and bundles into the machine by hand as he must have known that it was a dangerous operation. There was no doubt that an employer has the duty to take reasonable care for the safety of his employees by providing proper appliances and maintaining them in a reasonably safe condition. The employer is negligent if he knows that machinery is unsafe and nevertheless allows it to be used by his employees.

It was also well established that an employee who knowingly works on dangerous premises or with defective plant or tools is not debarred from seeking damages against his employer by reason of the maxim *volenti non fit injuria*. Where there

is a duty on the part of the employer, in order to escape liability for neglect of that duty, the employer must establish that the employee contracted to take on himself the risk and exempted his employer from his duty. Mere continuance in service with knowledge of the danger does not prevent the employee from recovering damages for the employer's negligence.

The Chief Justice found no ground upon which the plaintiff could be found guilty of contributory negligence. He appeared to have performed his work in the only manner in which it could be performed. Because of the lack of a self-feeder he had to push the bundles of clover into the cutter by hand. There was no suggestion that his employer had instructed him to do otherwise.

For these reasons the Court dismissed with costs the employer's appeal from a judgment requiring him to pay damages. *Nielsen* v. *Redel* [1954] 13 WWR (NS) 416.

British Columbia Supreme Court...

... holds that Board had jurisdiction to certify electrical workers' union for gas workers' unit

On September 21 the British Columbia Supreme Court dismissed a company's application for an order to quash the certification of an electrical workers' union as the bargaining agent for employees engaged in the manufacture and distribution of gas. The Court held that it had no jurisdiction to quash an order of the Labour Relations Board since the Board had exercised the powers conferred on it by statute to determine whether the conditions required for certification existed and, upon finding that they did, to certify an applicant union.

Mr. Justice Whittaker gave the facts in his reasons for decision. The British Columbia Elecrtic Company applied by way of *certiorari* proceedings to quash an order of the Labour Relations Board certifying Local 213 of the International Brotherhood of Electrical Workers as the bargaining agent for a unit of its employees engaged in the manufacture and distribution of gas. The application was made on the ground that the union's jurisdiction under its constitution did not cover workers in the gas industry, and that the Board therefore could not have been satisfied that a majority of the employees in the unit were members in good standing of the union.

His Lordship quoted the provisions of the British Columbia Labour Relations Act which set out the obligations of the Board in determining whether certification should be granted. It was clear that the Board had jurisdiction to grant certification if it was satisfied that a majority of the employees in the unit were members in good standing of the applicant union or, if it was in doubt on that question, if a majority of the employees voted for the applicant in a representation election. Presumably the employees in the unit could choose as their bargaining agent a union whose members were engaged in a totally different kind of work, unfamiliar with wages and conditions of work in the industry in which the employees were engaged. This could result in some embarrassment to the employer and could result in jurisdictional disputes between rival unions, each seeking to advance its prestige or power by securing members regardless of its trade jurisdiction. In His Lordship's opinion, this might not be conducive to industrial peace but no doubt the Legislature had given these matters serious consideration before passing the Act in its present form.

He then quoted sections from the constitution of the IBEW dealing with its jurisdiction. Section 1 states that the union has jurisdiction over "all electrical wage workers". Section 9 of Article XV provides that "any employee engaged in the electrical industry on work coming under the jurisdiction of IBEW charters, as above indicated and as interpreted by the IP (International President), may become a member of any local union..." Another section under the heading "Qualification of Members" provides that "any electrical worker or employee of good character, not less than 16 years of age, is eligible to membership, provided he passes a satisfactory examination when required to do so..." Article XXVIII, Section 1, under the heading "Jurisdiction", reads:

> It is quite necessary, therefore, that the jurisdiction of the IBEW be recognized as one covering:
>
> (a) The manufacture, assembling, construction, installation or erection, repair or maintenance of all materials, equipment, apparatus and appliances required in the production of electricity and its effects.
>
> (b) The operation, inspection and supervision of primary electrical equipment, apparatus, appliances, or devices by which the power known as electricity is generated, utilized and controlled.

After vainly seeking certification in a number of applications which were rejected by the Board, Local 213 attempted to amend its by-laws to include gas workers. The amended provision reads:

> Qualification and admission of members shall be in accord with Articles XXI, XXII and XXVIII of the IBEW Constitution, it

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being distinctly understood that all employees of electric generating companies or distributing companies, including gas workers, shall be eligible for membership under the foregoing.

The International President of the union approved this amendment, and by telegram to the local declared that the company's gas employees, who had formerly been members of the Vancouver-Victoria Gas Workers' Federal Union 225, had been accepted as members in good standing of Local 213.

The above amendment was passed after Local 213 had made three unsuccessful applications for certification. On its fourth application a certificate was granted but was later cancelled after the Board had received a written submission from the company's solicitor reviewing fully the provisions of the IBEW constitution.

Local 213 made a fifth application for certification under the new Labour Relations Act which came into effect in June.* In the representation vote directed by the Board, a majority of the gas employees voted for Local 213. A certificate was granted on July 22.

His Lordship stated his view of the matter in these words:

To the judicial mind, at least, it would seem clear that the jurisdiction of the IBEW and its local unions is, by the constitution, limited to the electrical field, and only electrical workers may be members. It follows that employees engaged in the production and distribution of gas cannot be members even though they may have applied for membership, been accepted and paid dues. I think this is so notwithstanding that Section 3(1) of the Labour Relations Act declares that: "Every employee has the right to be a member of a trade-union and to participate in its lawful activities."

It could not be argued that that section enabled a union to open its membership to everyone regardless of the union constitution. He considered that the local could not have a greater jurisdiction than the parent body and that the amendment to the local by-laws was clearly *ultra vires*. The approval of the International President did not, in His Lordship's opinion, change the situation.

He then turned to the question of whether he had power to set aside the Board's certificate by way of *certiorari* proceedings in view of Section 65(1) of the Act, which provides that the Board's decision on various questions, including the question of whether a person is a member in good standing of a union, shall be final and conclusive. He referred to the statement by Mr. Justice Cartwright in *Toronto Newspaper Guild* v. *Globe Printing Co.* (L.G., Aug. 1953, p. 1174) of the three grounds on which the decision of an inferior tribunal may be quashed, namely, that it has failed to perform its duty to act in good faith and fairly listen to both sides, that it has exceeded its jurisdiction, or that it has declined jurisdiction. There was no suggestion in the present case that the Board did not act in good faith, that it did not fairly listen to both sides, or that it did not give consideration to the terms of the IBEW constitution. This disposed of the first ground mentioned.

On the question of jurisdiction, Mr. Justice Whittaker referred to the judgment of the Supreme Court of Canada in *Segal* v. *Montreal (City)* [1931] SCR 460, in which it was held that, since the statute had given the inferior tribunal jurisdiction to determine the law involved as well as the facts, prohibition was not applicable. The duty imposed on the Board by the British Columbia Labour Relations Act of determining whether a person is a member in good standing of a union involved a question of law, as to the construction to be placed on the union's constitution, and of fact, as to whether a person has been accepted as a member and is otherwise in good standing. It was stated in the *Segal* case that the test of jurisdiction was whether or not the justices had power to enter upon the inquiry, not whether their conclusions were true or false. In the case at bar, there could be no question of the Board's power to enter upon the inquiry.

In the *Segal* judgment, reference was made to the statement that a judge of an inferior court cannot give himself jurisdiction by a wrong decision on the facts. It was pointed out that, while this statement is correct in cases where the legislature has made the existence of certain facts a condition precedent to the exercise of jurisdiction, it does not apply where the legislature has conferred the jurisdiction not conditionally upon the facts actually existing but upon a finding by the tribunal that they do exist.

Following this reasoning, His Lordship was of the opinion that, if the Labour Relations Act had said that certification could not be granted unless the union had as members a majority of employees in the unit and it appeared to the Court that the union did not in fact have a majority, he would have power to quash the Board's

*Section 3(1) of the Industrial Conciliation and Arbitration Act reads as follows: "Every employee shall have the right to be a member of a trade union or employees' organization *in which he is eligible for membership* and to participate in the lawful activities thereof." The underlined words do not appear in the new Labour Relations Act.

order. The Act, however, entrusted the Board with a jurisdiction which included the jurisdiction to determine whether the union had a majority, as well as jurisdiction, on finding that it did have a majority, to certify the union or, if in doubt, to direct a representation vote.

The Board had jurisdiction to and did enter upon the inquiry as to whether the applicant union had as members a majority of the employees. Under these circumstances His Lordship held that he had no power to quash the certificate issued by the Board following a representation vote favourable to the union. The Court accordingly dismissed the company's application. *In re International Brotherhood of Electrical Workers Local 213 and Labour Relations Board (British Columbia)* [1954] 13 WWR (NS) 273.

Quebec Superior Court...

... holds longshoreman not entitled to mandamus to compel a union local to admit him to membership

On February 23, 1945, the Quebec Superior Court at Montreal dismissed the application of a member of the International Longshoremen's Association for a writ of *mandamus* to compel a union local to admit him as a member. The Court held that the plaintiff was not entitled to a preference in admission to the local under the constitution of the international union, that the local had authority to reject his application, and that he should have followed the union's appeal procedure before taking the matter to court.

The facts of the case were contained in the Court's reasons for decision, given by Mr. Justice Garneau. The plaintiff, a longshoreman from Saint John, N.B., and a member of Local 1764 and Local 273 of the International Longshoremen's Association, applied for membership in Local 1657 of the union in Montreal. He did not reveal that he was already a member of the union or demand any preference. On August 10, 1952, his application was rejected at a meeting of the local. He then applied for a writ of *mandamus* to compel the Montreal local to admit him on the ground that he was entitled to be admitted by virtue of Article XV, Section 5 of the constitution of the ILA.

Mr. Justice Garneau quoted that provision:

> Any member of the ILA making application for membership in a local having jurisdiction on a craft different from the craft in which he is currently a member, who at the time of such application has been a member of the ILA in good standing continuously for at least five years, shall be entitled to preference in admission to such new local over applicants who are not members of the ILA.

Counsel for the union pointed out that Local 1764 in Saint John and Local 1657 in Montreal both had jurisdiction over the trade of checker and that the plaintiff was already a member of Local 1764. Article XV, Section 5, on which he based his claim, did not give preference in admission to a local to an ILA member belonging to another local having the same jurisdiction. The Court held that for this reason alone the plaintiff's action should be dismissed.

Under the ILA constitution a member cannot belong to two locals having jurisdiction over the same trade. A member wishing to join another local for the same trade should apply for a transfer from one local to the other. An ILA member applying for admission to another local is also required to submit a card issued by the local to which he belongs showing that he has paid his dues and that there is no complaint against him. The plaintiff had done neither of these things. Before beginning court proceedings he had revealed to the local that he was already a member of Local 273 and Local 1764 but he had not presented the required cards.

Under the section of the ILA constitution dealing with transfers, a member can have his membership transferred from one local to another provided that he is eligible under the by-laws of the local; the local, however, has the right to accept or reject a member's application. The plaintiff did not claim that the decision of the local to reject his application violated the rules of natural justice. Only seven out of 17 applications submitted to the meeting were accepted, because of the scarcity of employment in the area. After his application was refused the plaintiff withdrew his $50 deposit, which indicated that he accepted the union's decision. The procedure followed by the meeting was in accordance with the union's constitution and by-laws, so that the decision was not illegal on that ground.

Mr. Justice Garneau stated that under the Code of Civil Procedure *mandamus* was an exceptional remedy to be granted only when no other equally convenient and effectual remedy was available. He noted that without even obtaining his transfer the plaintiff had the right under the ILA constitution to seek employment in a trade within the jurisdiction of the local, although he might be required to pay dues to the local. The plaintiff had not taken advantage of this provision in the constitution and had not revealed that he was

already a member of two ILA locals. Even after he had revealed that he was a member of Local 1764 he had not gone to the union hall in the port of Montreal where all persons in the trade must go when they are looking for work. The Court held that a person who does not exercise his rights cannot seek the help of the courts by means of a writ of *mandamus*.

His Lordship stated that while the plaintiff had the right to invoke the provisions of the ILA constitution in favour of his claim he was also bound by its provisions concerning legal remedies against the union and its locals. Under Article XIX of the constitution the plaintiff had a right of appeal to the district council or organization of the union. A member has no right to bring a court action until he has exhausted any remedies available under the constitution.

In this connection the plaintiff referred to the judgment of the New Brunswick Supreme Court in *McRae* v. *Local 1720 ILA* (L.G., March 1953, p. 439). Mr. Justice Garneau stated that in that case the court had found that the sentence of expulsion from the union had been pronounced by a body which had no authority to do so and that therefore there was no appeal. In the case at bar the plaintiff's application for admission to the local had been submitted to the executive committee and then referred to a meeting of the members. Both of these bodies had authority to deal with the application and if the plaintiff objected to their decision he had the right to appeal to the district organization.

The paragraph in Article 992 of the Code of Civil Procedure by virtue of which the plaintiff claimed his right to a writ of *mandamus* provides that *mandamus* may be used to require the performance of any act or duty "not of a merely private nature". His Lordship considered that in this case the act the plaintiff sought to have performed was of purely private interest and not in the interest of society in general.

The judge also considered it doubtful that a writ of *mandamus* could be issued against a group of persons such as a union, which was not a legal entity or a society within the meaning of the Civil Code. However, it was not necessary to pronounce on this question.

For these reasons the Court rejected with costs the plaintiff's application for a writ of *mandamus* against the ILA local. *Dupont* v. *Steamship Checkers and Cargo Repairmen, Local 1657, International Longshoremen's Association et Corbett* [1954] CS Montreal 309.

Recent Regulations under Provincial Legislation

Saskatchewan reissues, with slight changes, regulations setting out sanitary standards for sawmill, lumber, mining and construction camps

In Saskatchewan, the regulations setting out standards with respect to sanitary control of sawmill, lumber, mining and construction camps were revised slightly.

All drivers engaged in the delivery of milk in British Columbia were brought under the hours of work order which formerly applied to retail delivery only.

The usual annual order was issued in British Columbia permitting store employees to work longer hours at Christmas time. December 27 was declared a holiday in factories and shops in the province.

An increase in the maximum outside income allowable for recipients of dependents' allowances in Newfoundland was accompanied by a decrease in the allowances themselves. The effect of the changes was to raise the total income allowed by $60 in each case.

British Columbia Factories Act

By a proclamation dated October 1 and gazetted October 7, December 27 was declared a public holiday on which factories in British Columbia could not remain open except with written permission from an inspector. The Factories Act specifies certain holidays, including Christmas Day and New Year's Day, and provides for any other day to be declared a holiday by proclamation.

British Columbia Hours of Work Act

Delivery of Milk

The hours of work order in British Columbia which permitted drivers engaged in the retail delivery of milk to work 15 hours a week in excess of the 44-hour limit set by the Act was amended to make it apply to all milk delivery.

Milk drivers may not work more than 10 hours a day or more than 350 hours over a period of seven weeks.

The amendment was made by Regulation No. 23C of September 29, gazetted October 7.

Retail Trade

The annual order permitting longer hours than eight in a day and 44 in a week in retail establishments during Christmas week was made November 1 and gazetted November 12. Two additional hours could be worked on any two days of that week, but the weekly limit was not to be exceeded by more than four hours.

British Columbia Shops Regulation and Weekly Holiday Act

The Shops Regulation and Weekly Holiday Act specifies certain holidays, including Christmas and the day after Christmas, on which stores may not carry on business. Provision is made for any other day, in addition to those specified, to be proclaimed a holiday. Since the day after Christmas was a Sunday, a proclamation, gazetted October 7, declared December 27 to be a holiday for stores.

Newfoundland Dependents' Allowances Act

The Newfoundland Dependents' Allowances Regulations (L.G., 1950, pp. 891 and 1070), which provide for the payment of allowances to adults or families who through mental or physical disability are unable to maintain themselves adequately, were amended by regulations made and gazetted November 18.

The amendment raised the maximum annual outside income allowed by $120 (from $240 to $360) but reduced the maximum amount of each allowance by $60. The allowances now vary from $240 for one incapacitated adult to $720 for five incapacitated adults. The highest annual allowable income is therefore a total of $1,080 in any year.

Other changes were similar to recent amendments to the Mothers' Allowances Regulations (L.G., Nov. 1953, p. 1600). The Dependents' Allowances Board may now grant an additional allowance of up to $30, rather than $20 as previously, if it is considered necessary because of special or extra diets or other circumstances.

Where the value of the combined real and personal property of an adult or family in a rural community exceeds $5,000 (formerly $2,500) an allowance will not be paid. The limit of $5,000 in the case of an adult or family in an urban community has been removed. In these cases, the Minister of Public Welfare now has discretion to decide whether or not the value of the property is sufficient for proper maintenance and care of the family.

Saskatchewan Public Health Act

The new regulations issued under the Saskatchewan Public Health Act regarding sanitary control of sawmill, lumber, mining and construction camps, O.C. 2533/54, approved on November 16 and gazetted on November 26, are slightly revised relating to camp conditions and now distinguish between a permanent camp and a temporary one. While for the most part they apply only to permanent camps, certain conditions are laid down which must be observed in all camps, whether permanent or temporary. A permanent camp is defined as one where the living quarters consist of structures, other than tents, which are set directly upon the ground, or on permanent foundations. A temporary camp is one where living quarters are provided in one or more vehicles so constructed that they may be used for living, sleeping, eating or other personal accommodation, or in tents.

The employer of labour in a camp is no longer required to notify the Minister of Public Health of the establishment of the camp nor to report to him annually. The provisions regarding the site of a camp are substantially the same. They state simply that the site of a permanent camp must be adequately drained. As before, a camp may not be located nearer than 100 feet from a lake or stream and must be so situated that it will not pollute any near-by water supply. The provisions regarding drinking water are unchanged. An adequate supply of safe drinking water must be provided in all camps and, if necessary, chlorination must be carried out according to the instructions of the medical health officer.

In regard to sleeping accommodation, the number of cubic feet of air (300) per person remains unchanged, but under the new regulations the provision relates to permanent camps only, rather than to all camps as under the previous regulations. Instead of the former detailed requirements respecting ventilation and heating, there is a provision which states that the heating, lighting and ventilation in all sleeping quarters must be adequate and subject to the approval of a medical health officer or a sanitary officer. The necessity of screens to keep out flies is restated. Unless otherwise approved, all bunks in permanent

camps are now required to be of steel construction. Mattresses and bedding must be kept in a clean and sanitary condition. The former regulations provided that clean bedding must be supplied to a new employee.

Under the new regulations the floors of the sleeping quarters in permanent camps must be above the level of the surrounding ground and must be covered with a material which can easily be kept clean. Under the former regulations they were required to be at least one foot above the ground. Floors must be kept clean. The requirement that they be scrubbed weekly is omitted.

Unless otherwise approved, each employee must now be provided with a separate locker for storing clothes and personal possessions in sleeping quarters. The former regulations merely forbade the storing of boots and other articles under the beds and required separate provision to be made for storage of personal possessions. Washing accommodation must be approved by a medical health officer.

The regulations regarding the cook house are unchanged except that it is now stated that all eating and drinking utensils must be washed and sterilized to the satisfaction of the medical health officer. A new provision requires sanitary storage of food and refrigeration of perishable foods.

Refuse, garbage and liquid wastes must be disposed of to the satisfaction of the medical health officer.

The regulations now state that approved toilet accommodation must be provided at all camps. Outside toilets may not be nearer than 75 feet to bunk-house, cook house or dining room. A provision has been added stating that where plumbing is installed it must be in accordance with the provincial Plumbing and Drainage Regulations.

Provisions regarding the location of stables and piggeries have been dropped.

Permanent camps must provide approved facilities for bathing and for laundering of clothes. Under the earlier regulations employees were to be provided with hot and cold water with which to bathe themselves at least once a week, and laundry was to be done at least once a week at a cost of $1 per month to each employee.

Former provisions regarding the obligation of the employer to contract with qualified medical doctors for medical services to his employees, and for a deduction from the employee's wages for this service, were omitted in the new regulations. Also omitted is the provision requiring the payment of $2.50 a day by the employer towards the maintenance of an ill and discharged worker in hospital where medical care is not provided under the Workmen's Compensation (Accident Fund) Act or under the Saskatchewan Hospitalization Act. The new regulations do not provide, as did the earlier ones, for a weekly visit by a medical practitioner to a camp.

The regulations now provide that the operator of a permanent camp must provide a suitable building for the care of employees who become ill until they can be moved, if necessary, to a hospital or nursing home and that at all times facilities must be available for removal of employees from camp in case of serious illness. Former provisions regarding ventilation, temperature, floors and screening of windows of the hospital building do not appear in the new regulations.

The provisions regarding the number of sick beds to be provided in camp (that is, two beds in camps of less than 50 men, and four beds in camps of from 50 to 100 men with an additional bed for every 100 more men, or fractional number thereof) are the same as before. All the former provisions regarding communicable diseases, isolation hospital, quarantine and vaccination have been omitted.

The new regulations do not provide that they must be posted in camps. The penalties for contravention of the regulations remain unchanged, that is, a fine of not less than $5 and not more than $100 for each offence.

The former regulations, O.C. 1275/43, as amended by O.C. 1222/47, are rescinded.

Women workers in Tel Aviv, Israel, may not wear slacks to work, the Mayor has decreed. Women employees had been wearing slacks to keep warm in their unheated offices.

The Mayor's order insists that Deuteronomy XXII, 5, must be obeyed literally. That verse reads: "The woman shall not wear that which pertaineth unto a man, neither shall a man put on a woman's garment; for all that do so are abomination unto the Lord thy God."

Selected Decisions of Umpire under the Unemployment Insurance Act

Decision CUB-1090, October 29, 1954

Summary of the Facts: The claimant had been employed as a quartermaster by the Northland Navigation Company, Vancouver, B.C., for approximately two years when on March 25, 1954, the company, at the insistence of his union, discharged him for refusing to pay his union dues. He filed a claim for benefit on March 30, 1954.

According to the company's statement to the local office, the claimant was six or seven months in arrears with his union dues and in view of the provisions of the existing bargaining agreement the company had no alternative but to abide by the union's request for his dismissal even though his work had been satisfactory.

In response to a request from the local office for comments in respect to his dismissal, the claimant stated that he had a dispute with his union (West Coast Seamen's Union) regarding a change in the terms of the holiday clause in the bargaining agreement which the union entered into with the company on December 1, 1953; that prior thereto, the crew of his ship had sent a cable to the union expressing dissatisfaction with this change and requesting that the agreement be not signed until it could get in touch with them; that the union nevertheless signed the agreement with the result that he lost seven days' holiday pay; that he refused to pay his back union dues until his claim for these holidays was settled and that in retaliation the union requested his dismissal.

The insurance officer disqualified the claimant from receipt of benefit for a period of 42 days because, in his opinion, the claimant should have followed and abided by the established grievance procedure and that his failure to maintain his union membership was equivalent to voluntarily leaving his employment without just cause within the meaning of Section 43(1) of the Act.

The claimant appealed to a court of referees, before which he appeared in Vancouver on May 6, 1954. The court reversed the decision of the insurance officer by a unanimous finding, which reads in part:

> . . . Claimant states that his union involved him in an injustice in his employment. He was in short in dispute with his union, and we have no evidence to suggest that the union took up his "grievance" or went to any trouble to remedy same. Nor can we be convinced from the evidence that claimant's failure to pay his dues was anything more than a protest on the settlement of which would depend his resumption of payment of dues. Further we do not altogether understand the insurance officer's use of the term "grievance procedure" as applied here. In Unemployment Insurance usage "grievance procedure" involves negotiations with an employer. The grievance here was against the union, and it must be admitted that he took all reasonable measures to have this remedied. It is perhaps natural that a union, having secured a "union shop" in an agreement, would tend to deal lightly with objections of an individual member especially if such member was not present, and could register his dissent only by correspondence, or by "cable" as in the case before us. But for the unemployment insurance office subsequently to deny benefits might be looked upon as taking sides in a union-member dispute.

From the decision of the court of referees, the insurance officer appealed to the umpire.

Conclusions: When the claimant refused to pay his union dues, presumably knowing that by so doing he would lose his employment, he, in effect, left it voluntarily, and the question to decide is whether he had "just cause" within the meaning of Section 43(1) of the Act.

In the absence of any document or other information to the contrary, I must accept as facts, in accordance with the claimant's statement, that a new bargaining agreement was signed between his union and his employer on December 1, 1953, notwithstanding his expressed objection, and that as a consequence he lost all claim to seven days' holiday pay to which he had become entitled under the terms of the agreement in force, or of his contract of service, prior to the above-mentioned date.

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Therefore, in my opinion, he had a substantial grievance, and as he apparently exhausted all the means at his disposal to have it remedied, he has shown "just cause" under the circumstances.

It has been submitted by the insurance officer that a British decision, Case No. 1673/25, might be of value in determining his appeal. However, the question at issue in that decision is not quite the same as in the present case, as it deals, not with a claimant's failure to pay his union dues, but with his refusal to continue to pay an extra subscription towards the unemployment fund of his union federation.

I feel that my conclusions in the present case do not differ from those which can be found in other British decisions, and in particular Case No. 4501 (1920), in which it was decided that a claimant could not be held to have left his employment voluntarily without just cause or to have been discharged for misconduct when his failure to pay his union dues was because of a dispute with his union.

The appeal is dismissed.

Decision CUB-1093, October 29, 1954

Summary of the Facts: The claimant worked as a clerk-typist for a firm of chartered accountants in Owen Sound, Ont., from November 1950 to November 30, 1953, when she became separated from her employment. On January 19, 1954, she filed an initial claim for benefit, which was allowed.

On May 31, 1954, she informed the local office that she was pregnant and expected to be confined on or about July 18, 1954.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit as from June 7, 1954 (six weeks before the expected date of confinement), for so long as she failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

In her appeal to the court of referees from the decision of the insurance officer, the claimant contended that, in view of the provisions of Section 29(3) of the Act, she should not have been disqualified from receipt of benefit.

The claimant appeared before a court of referees at the hearing of her case in Owen Sound on June 9, 1954. The court unanimously reversed the decision of the insurance officer on the grounds that, while decisions of the Umpire Nos. 620, 766, 819 and 874 would tend to establish that there is a presumption that a pregnant married woman is not available for work for the six weeks prior to and the six weeks subsequent to the birth of her child, that the case at hand was different in that the claimant had been receiving benefit and that, therefore, her claim came within the purview of Section 29(3) of the Act.

The insurance officer appealed to the Umpire.

Conclusions: Subsection (3) of Section 29 of the Act reads as follows:

> No person who has become entitled to receive benefit under this Act and who has afterwards, while his entitlement would otherwise continue, become incapable of work by reason of illness, injury or quarantine, shall, notwithstanding anything in this Act, be disqualified from receiving such benefit only by reason of such illness, injury or quarantine.

In other words, to be eligible for benefit under this subsection, a person must, in addition to having become entitled to receive benefit, prove that he is incapable of work and that his incapacity is due to illness, injury or quarantine and to no other reason.

It is obvious that pregnancy cannot in any way be assimilated to injury or quarantine, nor can it be properly defined as being *per se* a condition of unsound health. It is a natural condition for a woman and, notwithstanding the fact that for a certain period of time a pregnant woman ordinarily becomes incapacitated for work, her incapacity cannot be recognized as being due to illness within the meaning of the above quoted subsection.

The claimant's contention that her case came within the purview of subsection (3) of Section 29 of the Act, therefore, cannot be upheld. On the other hand, as such contention is in itself an admission that she was not capable, it is evident that she has failed to rebut the presumption that she was not available for work.

The appeal is allowed.

$2 Billion in Benefits in U.S. in 1954

Unemployment insurance payments in the United States totalled approximately $2,000,000,000 in 1954, U.S. Secretary of Labor James P. Mitchell reported at the first of this month. The amount topped the previous high, set in 1949, by about $264,000,000, "despite the fact that unemployment among covered workers was higher in 1949 than in 1954".

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit increase slightly in October, statistics* show, to 127,609 from 109,548 in September and 123,177 in October last year

Initial and renewal claims for unemployment insurance benefit increased slightly in each province during October.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 127,609 claims were received at local offices of the Unemployment Insurance Commission during October, compared with 109,548 in September and 123,177 in October 1953.

Ordinary claimants on the live unemployment insurance register on October 29 numbered 209,099 (154,670 males and 54,429 females), in comparison with 187,745 (138,415 males and 49,330 females) on September 30 and 153,604 (113,651 males and 39,953 females) on October 31, 1953. On October 29 this year, short-time claimants numbered 23,911 and there were 3,355 "temporary lay-off" claimants.

Adjudicating officers disposed of 121,742 initial and renewal claims during the month, 100,353 or 82 per cent of the cases being entitled to benefit. A total of 11,265 initial claims were in the category "benefit year not established" while disqualifications were imposed in 14,855 cases (including 4,731 on revised claims). Chief reasons for non-entitlement to benefit were: "voluntarily left employment without just cause" 4,830 cases; "not unemployed" 2,589 cases; and "not capable of and not available for work", 2,025 cases.

New beneficiaries during October totalled 84,051, compared with 78,225 during September and 65,980 during October 1953.

The amount of $11,779,296 was paid in compensation for 3,780,046 days (including 70,511 disability days) during October, in comparison with $12,397,571 and 3,974,847 days (including 74,121 disability days) during September and $7,603,667 and 2,506,254 days (including 34,380 disability days) during October 1953.

See Tables E-1 to E-4 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the week October 23-29, an estimated 173,025 beneficiaries received $2,958,041 in respect of 949,630 days (of which 15,797 were disability days), as against an estimated 158,923 beneficiaries who received $2,754,045 in respect of 880,389 days (of which 17,494 were disability days) during the week September 25-October 1. For the week October 31-November 6, 1953, beneficiaries numbering 118,730 received $2,015,545 in compensation for 663,026 days (including 8,662 disability days).

The average daily rate of benefit for the week October 23-29 was $3.11, compared with $3.13 for the week September 25-October 1. For the same week last year. the average daily rate of benefit was $3.04.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards were issued to 4,346,512 employees who have made contribution to the Unemployment Insurance Fund since April 1, 1954.

At October 31, employers registered numbered 265,194, an increase of 839 during the month.

Unemployment Insurance Fund

At October 31, the Unemployment Insurance Fund showed a balance of $892,606,846.93.

During 1954, an average of 1,600,000 United States workers received unemployment insurance benefits each week, U.S. Secretary of Labor James P. Mitchell has reported. Altogether, 6,600,000 claimants received one or more cheques. The average weekly benefit was $25. At the end of the year, benefit reserves had dropped from $8,912,000,000 on December 31, 1953, to $8,250,000,000.

99629—7½

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 141 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 115 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Post Office	11	$192,519.26
R.C.M.P.	3	18,972.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch to the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during November

During November the sum of $1,599.30 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 55 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Halifax N S: Standard Paving Maritime Ltd, construction of service roads & area improvements. *Shearwater N S:* Murray & Falconer Ltd, *clearing & grubbing. *Tuft's Cove N S:* Fundy Construction Co Ltd, construction of school. *Camp Gagetown N B:* E C MacFarlane, *preliminary site drainage. *Arnprior Ont:* Binnies Ornamental Iron Works, *installation of ornamental protective iron railings for front porches. *Camp Borden Ont:* Sterling Construction Co Ltd, construction of housing units. *Clinton Ont:* Johnson Bros Co Ltd, supply & installation of services; Ontario Hydro Electric Power Commission, *relocation of pole spans. *Deep River Ont:* H J MacFarland Construction Co Ltd, construction of housing units. *Petawawa Ont:* H J MacFarland Construction Co Ltd, construction of school. *Renfrew Ont:* Binnies Ornamental Iron Works, *installation of ornamental protective iron railings for front porches. *Stamford Ont:* Zellers Contracting Co Ltd, *repairs of foundation walls. *Winnipeg Man:* Red River Construction Co Ltd, installation of sewer & water connections. *Penhold Alta:* Poole Construction Co Ltd, construction of sewer & water services. *Vancouver B C:* Holland Landscapers, *landscaping; Clare Doyle Ltd, *supply & installation of pressure regulators in watermains.

Defence Construction (1951) Limited

Dartmouth N S: Kenney Construction Co Ltd, construction of radar towers, buildings & raceways. *Debert N S:* Dominion Steel & Coal Corp, erection of security fencing. *Greenwood N S:* Municipal Spraying & Contracting Ltd, construction of access roads. *Chatham N B:* Modern Construction Ltd, installation of sewer & water services, Telecommunications Bldg; R E Stewart Construction Corp, addition to stage II, unit "C" only, & modification to existing stage I, standard station hangar type "A". *Gagetown N B:* B E Hoyt, clearing & burning, No 2 priority training areas; Atlas Construction Co Ltd, clearing & burning; Terminal Construction Co Ltd, clearing & burning; R K Chappell, clearing, grubbing & burning; Wellington Construction Co, clearing & burning; J W McMulkin & Son Ltd, clearing & burning; Modern Construction Ltd, clearing, grubbing & burning; Byers Construction Co Ltd, clearing & burning; Caldwell & Ross Ltd, clearing & burning; Cameron Contracting Ltd, clearing, grubbing & burning; Diamond Construction Co Ltd, clearing, burning & partial grubbing. *St Hubert P Q:* A N Bail Cie Ltee, addition of stage II, units "A" "B" "C", & modification to existing stage I, standard station hangar type "A". *Valcartier P Q:* A Deslauriers & Fils Ltee, construction of radiological laboratory (bldg #11), CARDE. *Uplands Ont:* Argo Construction Ltd, construction of hangar. *Winnipeg Man:* Malcom Construction Co Ltd, construction of administration bldg, guard house & chapels; Malcom Construction Co Ltd, construction of officer trainees' quarters. *Cold Lake Alta:* Poole Construction Co Ltd, construction of decompression chamber. *Edmonton Alta:* Poole Construction Co Ltd, construction of chapels & RCE stores & workshop. *Comox B C:* A & B Construction Co Ltd, construction of control tower, grading & gravel surfacing of access roads.

Building and Maintenance

Sydney N S: John Mulvihill, construction of access roads to TX & RX sites. *Renous N B:* Kenney Construction Co Ltd, supply of boiler & revision to heating plants at RCN Ammunition Depot. *Bagotville P Q:* W Collin Engr, interior painting of houses. *Montreal P Q:* Allied Building Services Ltd, cleaning, repointing, repairs & waterproofing, Craig St Armoury. *St Hubert P Q:* Borgstrom Bros Ltd, grading, seeding, sodding & drainage. *St Jerome P Q:* Noel Romeo & Cie Ltee, rewiring & relighting, armoury. *Dundurn Sask:* Shoquist Construction Ltd, construction of sewage lift pump building & force main, etc, Military Camp. *Moose Jaw Sask:* Terminal Construction Co Ltd, grading & seeding. *Sea Island B C:* A Quartermaine & Sons, exterior painting of houses.

Department of Defence Production

St Hubert P Q: P Baillargeon Ltd, repair of roads, RCAF Station. *Camp Borden Ont:* Thos G Wilcox & Sons Ltd, sodding, RCAF Station. *Toronto Ont:* Ontario Bldg Cleaning Co, repair of exterior masonry surfaces—Armoury. *Trenton Ont:* Gingras Construction Co Ltd, replacement of clothesline stoops & duck walks, RCAF Station. *Portage la Prairie Man:* West End Contractors Co Ltd, erection of steelox bldg, RCAF Station. *Shilo Man:* Veterans Construction, hauling of gravel.

National Harbours Board

Montreal Harbour P Q: Grant-Mills Ltd, strengthening of cope wall at Canadian Vickers Basin, Section 56; Argo Construction Ltd, construction of transit sheds A & B at section 35; Robinson Oil Burners Ltd, installation of automatic oil burning steam heating unit for offices at elevator No 2.

Department of Public Works

Cornerbrook Nfld: Byers Construction Co Ltd, construction of public bldg. *Lewisport Nfld:* Newfoundland Engineering & Construction Co Ltd, erection of public bldg. *Pilley's Island Nfld:* James Hobbs & R Roy Manuel, erection of bldg for post office accommodation. *Alberton P E I:* Ralph Ford, reconstruction of railway wharf. *Halifax N S:* Brookfield Construction Co Ltd, erection of office bldg. *Lunenburg N S:* Acadia Construction Ltd, erection of public bldg; Elton E Conrad, renovations, improvements, etc, temporary postal & customs accommodation, Maritime National Fish Co Bldg. *Middle East Pubnico N S:* L E & P E Armstrong, wharf repairs. *Stoney Island N S:* Trask & Shaw, *dredging. *Mace's Bay N B:* Diamond Construction Co Ltd, breakwater extension. *Barachois de Malbaie P Q:* Marcel Cauvier, construction of slipway. *Cap aux Meules P Q:* A-1 Electric, wharf lighting system. *Entry Island P Q:* Onezime Canuel, construction of slipway. *Hospital Bay P Q:* Eastern Enterprises Ltd, harbour improvements. *Grande Riviere P Q:* Wm Bisson, extension to laboratory. *Lac Trois Saumons P Q:* J P A Normand Inc, construction of landing wharf. *Montreal P Q:* Charles Duranceau Ltd, erection of UIC Bldg. *Quebec P Q:* Alidor Bergeron, construction of bus passengers' shelter & commissionaires' shelter, St. Foye Veterans' Hospital. *Rouyn P Q:* Hill-Clark-Francis (Quebec) Ltd, erection of UIC & Income Tax Bldg. *Ste Anne de Sorel P Q:* Marine Industries Ltd, *dredging. *Sorel P Q:* Lucien Lachapelle, banking of existing concrete retaining wall. *Westmount P Q:* Louis B Magil Co, construction of RCMP garage. *Bracebridge Ont:* Holly Blair, repairs to & re-pointing of clock tower generally, federal public bldg. *Cedar Beach Ont:* Detroit River Construction Ltd, harbour improvements (construction of 2 training walls & dredging). *Colchester Ont:* McNamara Construction Co Ltd, construction of breakwater. *Collingwood Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements (mooring cribs, reconstruction & connecting of cribs). *Kagawong Ont:* Bermingham Construction Ltd, wharf reconstruction. *Kingston Ont:* McGinnis & O'Connor Ltd, paving of La Salle Causeway. *Mitchell's Bay Ont:* Detroit River Construction Ltd, wharf extension. *Ottawa Ont:* A Lanctot Construction Co, installation of elevator & alterations to elevator tower & penthouse, Central Heating Plant; Thomas Fuller Construction Co Ltd, extension to bldg M-4, Montreal Road Laboratories; Ottawa Plumbing & Heating Ltd, repairs & alterations to plumbing system, Connaught Bldg; Leopold Beaudoin Construction Ltd,

alterations to former electrical engineering laboratory, National Research Council, Sussex St; Leopold Beaudoin Construction Ltd, cooling water supply, National Research Council, Sussex St; Otis Elevator Co Ltd, mercury arc rectifiers for elevators, Connaught Bldg; J J Shea & Co, installation of oil burning equipment for greenhouse, Rideau Hall; George Hardy Ltd, construction of West Bldg of Office Bldgs, Wellington St; Dibblee Construction Co Ltd, construction of asphalt pavements, concrete curbs & sidewalks, etc, Tunney's Pasture. *St Williams Ont:* Dean Construction Co Ltd, wharf repairs. *Russell Man:* Walter Bergman Ltd, construction of RCMP Detachment Bldg. *Winnipeg Man:* The Foundation Co of Canada Ltd, construction of general post office bldg. *North Battleford Sask:* H J Tubby & Son Ltd, additions & alterations, Indian Hospital. *Banff Alta:* Larwill Construction Co, erection of public bldg. *Banff National Park Alta:* Poole Construction Co Ltd, construction of Cascades River Bridge. *Edmonton Alta:* Poole Construction Co Ltd, addition to Immigration Hall. *Edson Alta:* Bird Construction Co Ltd, erection of public bldg. *Brownsville B C:* Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Cowichan Bay B C:* Greenlees Construction Co Ltd, harbour improvements. *Crofton B C:* Eakins Construction Ltd, wharf improvements. *Cumberland B C:* Orion Builders Ltd, alterations to public bldg. *Kingsgate B C:* Interior Contracting Co Ltd, water supply improvements. *New Westminster B C:* Eakins Construction Co Ltd, repairs to protection pier at Pier No 6, New Westminster Railway Bridge. *Ogden Point B C:* Pacific Piledriving Co Ltd, fender construction at Pier "B". *Port Renfrew B C:* Rayner & Brancht Ltd, approach renewal. *Roberts Creek B C:* Ed Walsh & Co Ltd, wharf repairs. *Squirrel Cove B C:* Horie & Tynan Construction Ltd, wharf improvements & repairs. *Vancouver B C:* Ricketts-Sewell Electric Ltd, improved lighting on first floor, Federal Bldg; Allan & Viner Construction Ltd, general repairs, replacement of windows, etc, Immigration Bldg.

Department of Transport

Buchans Nfld: The Central Construction Co Ltd, construction of double staff dwelling. *Fourchu Head N S:* J H Hawkins, construction of dwelling & fog alarm building. *Ottawa Ont: Dominion* Bridge Co Ltd, repairs to Pretoria Ave Bridge, Rideau Canal. *Saskatoon Sask:* North West Electric Co Ltd, construction of airport lighting facilities. *Sandspit B C:* Hanssen Construction Co Ltd, construction of staff dwellings.

Prices and the Cost of Living*

Consumer Price Index, December 1, 1954

The consumer price index declined from 116·8 to 116·6 between November 1 and December 1.

The change was largely attributable to lower food prices, which moved the food index from 113·4 to 112·6. Eggs dropped 10 cents per dozen. Among other food items registering lower prices were coffee, citrus fruits and all cuts of beef. Higher prices were recorded for canned fruits and vegetables, fresh vegetables, tea and butter.

Other group indexes showed little or no change. The clothing series moved from 108·2 to 108·1 under the influence of scattered decreases. Household operation changed from 117·2 to 117·1, as small decreases were recorded for a number of items of home furnishings. Other commodities and services remained unchanged at 118·2. The shelter index advanced from 127·9 to 128·2, following a further gain of 0·2 per cent in the rent index and an advance of 0·3 per cent in the home-ownership component.

The index one year earlier (December 1, 1953) was 115·8. Group indexes on that date were: food 112·1, shelter 125·2, clothing 110·2, household operation 117·4, and other commodities and services 116·3.

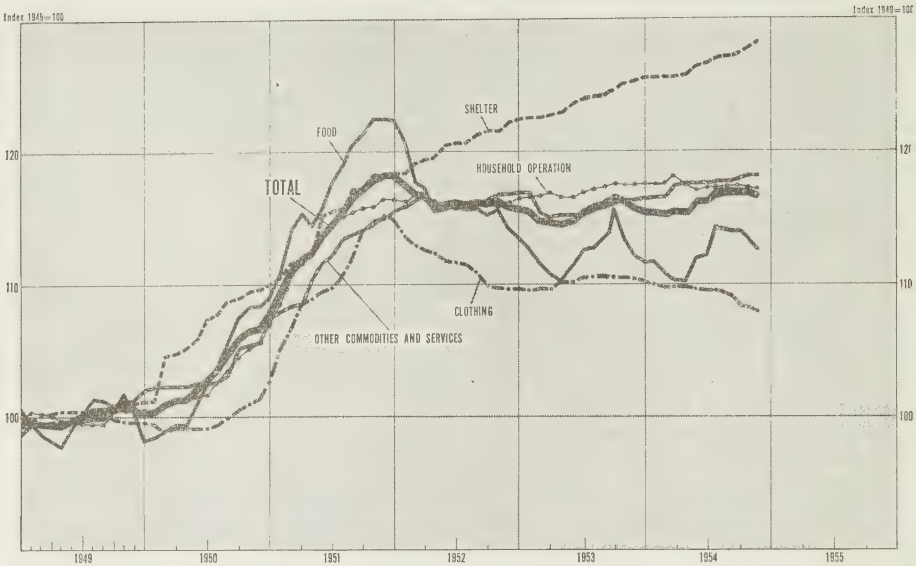
City Consumer Price Indexes, November 1954

Consumer price indexes for six of the ten regional centres moved slightly lower between October 1 and November 1, while two were unchanged and two advanced.

Movements of group indexes were mixed. Food series were lower at all but two centres, as decreases were general for all pork items, a few cuts of beef, coffee and

*See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



citrus fruits. These were more than sufficient to offset advances for tea and most fresh and canned vegetables.

Shelter indexes continued to move up, while other commodities and services series were unchanged to higher. Increases in the latter group reflected higher prices for theatre admissions and personal care items in a number of cities. Household operation indexes were generally weaker, as scattered decreases occurred for fuel, furniture and electrical appliance items. Declines in most sub-group components of the clothing series were reflected in lower indexes in most centres.

Regional consumer price index point changes between October 1 and November 1 were as follows: Saskatoon-Regina —0·4 to 114·8; Edmonton-Calgary —0·3 to 115·3; St. John's —0·2 to 102·8†; Halifax —0·1 to 114·5; Saint John —0·1 to 117·5; Ottawa —0·1 to 117·2; Winnipeg +0·2 to 115·7; Montreal +0·1 to 117·1. Toronto and Vancouver remained unchanged at 118·9 and 118·6 respectively.

Wholesale Prices, November 1954

Canada's general index number of wholesale prices rose 0·2 per cent in November to 214·8 from 214·3 in the preceding month but declined 1·8 per cent from last year's 218·7. Three of the eight main commodity group indexes moved up from October, four receded and one remained unchanged.

Animal products led the group index advances with an increase of 1·3 per cent to 224·8 from 221·9 in October, gains in butter, livestock, cured meats, fowl, fishery products, hides and skins, lard and tallow outweighing declines in eggs, leather and men's shoes. In the iron and steel group, increases in steel scrap and alloy steel bars more than offset small declines in castings to advance the index 0·6 per cent to 213·5 from 212·3. Vegetable products moved up 0·2 per cent to 195·0 from 194·6, reflecting increases in grains, potatoes, raw rubber, milled cereal foods, coffee beans, onions, dried fruits and raw sugar. Imported fresh fruits, and vegetable oils and their products moved lower.

Declines in raw cotton, cotton knit goods, domestic and imported raw wool, worsted yarns, wool hosiery and wool cloth outweighed small advances in cotton yarns and cotton fabrics, and the fibres, textiles and textile products index declined to 227·8 from 229·3. The non-ferrous metals index receded 0·1 per cent to 168·4 from 168·5, an increase in lead all but counterbalancing decreases in copper and tin. In the non-metallics group, decreases in crude oil balanced an increase in United States anthracite coal, leaving the index unchanged

†On base 1951=100.

at 175·7. The chemical products index, at 176·9, was 0·1 per cent below October's 177·1. The wood, wood products and paper index was narrowly lower at 289·0 versus 289·1, declines in spruce lumber and export prices for newsprint and woodpulp being slightly more important than increases in furniture and western cedar lumber.

Farm Product Prices—The index of Canadian farm product prices at terminal markets rose 1·3 per cent to 203·8 from 201·1 between October and November. Field products increased 1·4 per cent to 164·0 from 161·8; animal products moved up 1·3 per cent to 243·6 from 240·5, as hogs and butterfat prices advanced generally, and calves, lambs, poultry and cheese milk recorded increases in eastern Canada.

Building Material Prices—The index of residential building materials declined 0·1 per cent to 278·4 from 278·6. The index of non-residential building material prices recorded no change at 120·5.

U.S. Consumer Price Index, October 1954

The consumer price index compiled by the United States Bureau of Labor Statistics declined from 114·7 to 114·5 (1947-49=100) between mid-September and mid-October to reach its lowest point in 1954.

U.K. Index of Retail Prices, September 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour declined from 108·4 to 108·2 (Jan. 1952=100) between mid-August and mid-September. It was the second successive decline from the year's high point, 109·1, reached in mid-July.

Strikes and Lockouts

Canada, November 1954*

Although the number of work stoppages resulting from industrial disputes and the number of workers involved declined during November as compared with October, the man-days lost increased to the highest figure since July 1952. About 65 per cent of the idleness in November was caused by two disputes involving farm implement factory workers at Toronto, Ont., and motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont.

Preliminary figures for November 1954 show 23 strikes and lockouts in existence, involving 20,628 workers, with a time loss of 326,460 man-days, compared with 29 strikes and lockouts in October 1954, with 26,262 workers involved and a loss of 309,986 days. In November 1953 there were 41 strikes and lockouts, 19,366 workers involved and a loss of 286,643 days.

For the first 11 months of 1954 preliminary figures show a total of 162 strikes and lockouts, with 61,176 workers involved and a loss of 1,231,319 man-days. In the same period in 1953 there were 167 strikes and lockouts, 54,800 workers involved and a loss of 1,059,450 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in November 1954 was 0·39 per cent of the estimated working time; October 1954, 0·37 per cent; November 1953, 0·34 per cent; the first 11 months of 1954, 0·13 per cent; and the first 11 months of 1953, 0·11 per cent.

The question of increased wages was a factor in 15 of the 25 stoppages in existence during November. Of the other disputes, three arose over dismissals or suspensions, three over union questions and two over reduced wages.

Of the 23 stoppages in existence during November, three were settled in favour of the workers, one in favour of the employer, five were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

*See Tables G-1 and G-2 at back of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in September 1954 was 210 and 15 were still in progress from the previous month, making a total of 225 during the month. In all stoppages of work in progress 40,400 workers were involved and a time loss of 124,000 days caused.

Of the 210 disputes leading to stoppages of work which began in September, 12, directly involving 700 workers, arose over demands for advances in wages, and 91, directly involving 13,100 workers, over other wage questions; four, directly involving 700 workers, over questions as to working hours; 21, directly involving 11,300 workers, over questions respecting the employment of particular classes or persons; 80, directly involving 7,500 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principles.

United States

Preliminary figures for October 1954 show 300 work stoppages resulting from labour-management disputes beginning in the month, in which 170,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,800,000 man-days. Corresponding figures for September 1954 were 350 stoppages involving 130,000 workers and a loss of 2,400,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 77.

Accident Prevention

1. **Congrès Technique National de Sécurité et d'Hygiène du Travail. 4th, Lille, France, 1953.** *La Sécurité Sociale au Service de la Prévention.* Travaux, 24-27 Septembre 1953. Paris, Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, 1953. Pp. 342.

2. **National Safety Council.** *What's in it for me?* Chicago, c1954. Pp. 14. This pamphlet shows by means of cartoons how accidents are caused.

3. **U.S. Bureau of Labor Standards.** *Abrasive Wheels; a Comparison of State Safety Codes with ASA Code B7.1-1947.* Washington, 1954. Pp. 31.

4. **U.S. Bureau of Labor Statistics.** *Work Injuries in the United States during 1952; a Collection of Basic Work-Injury Data for Each of the Major Industries in the United States.* Washington, G.P.O., 1954. Pp. 41.

Civil Service

5. **Great Britain. Prime Minister. Committee Appointed to Consider Whether Certain Civil Servants Should be Transferred to Other Duties.** *Report.* London, H.M.S.O., 1954. Pp. 4. The Commission studied the question of transferring five senior civil servants whose conduct was criticized by Sir Andrew Clark in his report on the disposal of land at Crichel Down.

6. **New York (State) Comptroller.** *Thirty-third Report of the Comptroller on the Operation of the State Employees' Retirement System together with the Report of the Actuary on the Thirty-third Valuation of its Assets and Liabilities as of March 31, 1953.* Albany, 1954. Pp. 55.

Collective Agreements

7. **National Foremen's Institute.** *Union Contract Clause Finder.* Prepared and edited by the staff of the Employee relations bulletin. New London, Conn. 1953. 1 Volume.

8. **Reighard, Edward.** *The Long-term Contract in Labor-Management Relations; an Examination of Experiences under Longer-Term Contracts, and an Analysis of Viewpoints and Opinions offered by Men of Management and of Labor,* whose Co-operation in conducting this Study is gratefully acknowledged. Stanford, Cal., 1954.

Disabled—Rehabilitation

9. **Garrett, James F., ed.** *Psychological Aspects of Physical Disability. Essays,* Washington, G.P.O., 1952. Pp. 195.

10. **Great Britain. Treasury.** *Disabled Persons in Government Employment. Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1953.* London, H.M.S.O., 1953. Pp. 1.

11. **United Nations Conference of Experts on Physically Handicapped Children for Countries of South East Asia, Jamshedpur, India, 1950.** *Report of Conference. Jamshedpur, India, 19 to 21 December 1950.* New York, United Nations, 1952. Pp. 60.

12. **Welfare Council of Ottawa.** *Conference on Rehabilitation of the Physically Handicapped. Conference Work-Group Discussion Guide. Ottawa. Teachers' College, May 13th, 1954.* Ottawa, 1954. Pp. 8.

Economic Conditions

13. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *Economic Survey of Latin America, 1953* prepared by the Secretariat of the Economic Commission for Latin America. New York, 1953. Pp. 246.

14. **United Nations. Secretariat. Department of Economic Affairs.** *Summary of Recent Economic Developments in Africa, 1952-53.* Supplement to World economic report. New York, 1954. Pp. 83.

15. **U.S. Agricultural Research Service.** *Farm Costs and Returns, 1953, with Comparisons; Commercial, Family Operated Farms by Type and Location,* by Wylie D. Goodsell, and others, Washington, G.P.O., 1954. Pp. 44.

16. **U.S. Bureau of Labor Statistics.** *Consumer Prices in the United States, 1949-52; Price Trends and Indexes.* Washington, G.P.O., 1954. Pp. 74.

Economic Policy

17. **Committee for Economic Development.** *Problems in Anti-Recession Policy, a Supplementary Paper.* New York, 1954. Pp. 161.

18. **Thomson, John Cameron.** *Balance and Flexibility in Fiscal and Monetary Policy.* New York, Committee for Economic Development, 1954. Pp. 18.

Education

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45. **Canada. Department of Labour. Government Employees Compensation Branch.** *The Government Employees Compensation Act; Statistical Report, 1953-1954.* Ottawa, 1954. Pp. 15.

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47. **Australian Institute of Management. Melbourne Division.** *Lecture Series on "Public Relations for a Business."* Melbourne, 1953. 5 Parts. Contents.—No. 1. "Public relations—how it helps business—its scope and limitations", by H. E. Patterson.—2. "Public relations for a business", by K. Wallace-Crabbe.—3. "Community, government and trade association relations", by John Handfield.—4. "Public relations and the customer", by Ian Sabey. —5. "Press and radio relations", by Ralph Hosking.

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50. **Canada. Parliament. House of Commons. Special Committee on Veterans Affairs.** *Minutes of Proceedings and Evidence.* No. 1-14. Ottawa, Queen's Printer, 1954. 14 Volumes. (476p.) Includes 1st to 5th Reports to the House. Hearings held from May 14 to June 10, 1954. Walter A. Tucker, chairman.

51. **Gray, A. P.** *Construction of Esso Refinery, Fawley; a Study in Organization,* by A. P. Gray and Mark Abrams. London, British Institute of Management, 1954. Pp. 39. This is a study of the relations between the engineers and workers during the construction of the Esso Refinery.

52. **India. Ministry of Information and Broadcasting.** *The Handbook of India.* Delhi, Issued for Ministry of Transport by Publications Division, Ministry of Information and Broadcasting, Govt. of India, 1951. Pp. 182.

53. **National Industrial Conference Board.** *Industrial Security. III. Theft Control Procedures.* New York, 1954. Pp. 55.

54. **United Nations. Secretariat. Department of Social Affairs.** *Study on Adoption of Children; a Study on the Practice and Procedures related to the Adoption of Children.* New York, 1953. Pp. 104.

55. **U.S. Office of Defense Mobilization. National Labor-Management Manpower Policy Committee.** *A Manpower Program for Full Mobilization developed by the National Labor-Management Manpower Policy Committee.* Washington, 1954. Pp. 19.

Home Improvement Loans Now Available under VLA

All veterans with small holdings and commercial fishermen who can qualify under the Veterans Land Act are now eligible for home improvement loans under the National Housing Act, Hon. Robert Winters, Minister of Public Works, announced December 8. Previously the home improvement loans were limited to veterans with small holdings in the municipal district of Yellowknife, NWT.

Veteran small holders and commercial fishermen qualified or who can qualify under VLA, Mr. Winters said, can now get loans up to $2,500 for a wide variety of repairs, alterations and additions to a one-family dwelling.

The loans, guaranteed by the Government, are obtainable from chartered banks. They are repayable in monthly instalments in three years if the principal is not over $1,250 and five years with larger loans. Maximum interest is 5½ per cent per year.

Colombo Plan Countries Face Financial Problem

The financial problems, in relation to development needs, of countries aided by the Colombo Plan are most serious ones. This was brought to light in the third annual report on the Plan issued in mid-December.

The report indicated: "While progress can be reported in many particular respects ...on balance it appears that the gap between the estimated costs of firm development programs and foreseeable available financial resources is widening rather than narrowing." It added: "New private investment has been small. In fact, in some countries there has been some net disinvestment (withdrawal) of private foreign capital."

On the brighter side the report noted that during the last year most Asian countries participating in the Plan increased the volume of output in all main fields of economic activity appreciably and had expanded their social services.

Labour Statistics

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In an effort to reduce the cost of publishing the Labour Gazette, the Department of Labour has reduced the amount of tabular matter appearing in this section. The reduction has taken two forms: some tables were discarded, some were shortened. Of the tables that remain, some now have different numeral designations, e.g., the former Table A-2 has become Table A-1, but the titles have remained unchanged. Therefore it will be possible to maintain an historical series of the statistics contained in these tables. Some tables will now appear only once each year.

The tables that have been discarded are: Table A-1—Estimated Distribution of Canadian Manpower; Table C-1—Employment Index Numbers by Provinces; Table C-4—Hours and Earnings in Manufacturing; Table E-4—Claimants Not Entitled to Benefit, with Chief Reasons for Non-Entitlement; Table F-3—Price Relatives of Staple Food Items; Table F-4—Retail Prices of Staple Foods and Coal, by Cities; and Table F-6—Index Numbers of Wholesale Prices in Canada.

The tables that will appear once each year are: Table E-6—Unemployment Insurance Fund; and Table F-5—Index Numbers of Consumer Prices in Canada and Other Specified Countries.

A—Labour Force

TABLE A-1.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week Ended October 23, 1954		Week Ended September 18, 1954		Week Ended October 24, 1953	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	195	186	180	171	121	108
Without jobs	179	172	167	159	111	100
Under 1 month	65	.....	63	.....	51	.....
1– 3 months	60	.....	60	.....	38	.....
4– 6 months	28	.....	23	.....	14	.....
7–12 months	17	.....	15	.....	*	.....
13–18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	16	14	13	12	10	*
1–14 hours	*	*	*	*	*	*
15–34 hours	11	*	*	*	*	*

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-2.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 23, 1954

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
	(1)				(1)		
The Labour Force							
Both Sexes	5,461	105	412	1,560	1,981	962	441
Agricultural	936	*	58	214	268	366	28
Non-Agricultural	4,525	103	354	1,346	1,713	596	413
Males	4,228	88	322	1,204	1,492	786	336
Agricultural	886	*	51	208	253	348	24
Non-Agricultural	3,342	86	271	996	1,239	438	312
Females	1,233	17	90	356	489	176	105
Agricultural	50	*	*	*	15	18	*
Non-Agricultural	1,183	17	83	350	474	158	101
All Ages	5,461	105	412	1,560	1,981	962	441
14–19 years	531	12	46	196	160	89	28
20–24 years	706	18	50	229	239	122	48
25–44 years	2,533	48	184	720	923	446	212
45–64 years	1,475	25	113	370	569	263	135
65 years and over	216	*	19	45	90	42	18
Persons with Jobs							
All status groups	5,282	99	397	1,490	1,921	949	426
Males	4,080	82	307	1,148	1,442	777	324
Females	1,202	17	90	342	479	172	102
Agricultural	931	*	57	213	266	365	28
Non-Agricultural	4,351	97	340	1,277	1,655	584	398
Paid Workers	3,993	80	305	1,165	1,541	546	356
Males	2,913	65	225	852	1,105	401	265
Females	1,080	15	80	313	436	145	91
Persons Without Jobs and Seeking Work							
Both Sexes	179	*	15	70	60	13	15
Persons not in the Labour Force							
Both Sexes	4,850	139	445	1,332	1,600	888	446
Males	900	37	97	218	278	164	106
Females	3,950	102	348	1,114	1,322	724	340

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1945–1952 Total (1)	34,461	159,030	414,663	128,798	75,048	812,000	326,105
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953 January-October	3,527	28,966	75,540	24,265	11,424	143,722	59,774
1954 January-October	3,406	25,196	74,063	24,662	10,782	138,109	60,252

(1) Newfoundland is not included from 1945 to 1948 inclusive, it has been included since that time.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951–1952 Totals	11,055	12,217	.....	.....	.....	42,861	.....	.....	.....	6,928	199,815
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953 January-October	8,685	5,472	1,618	2,765	11,210	16,114	752	23,257	8,056	853	78,782
1954 January-October	8,877	6,156	1,801	2,444	10,457	10,200	712	24,419	11,981	539	77,586

Due to changes in occupational classifications comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1953—September	80	337	82	256	224	35	1,014
October	78	333	83	257	226	35	1,012
November	77	328	76	256	224	35	996
December	71	333	69	255	225	35	988
1954—January	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010
August	83	323	76	261	235	36	1,014
September	84	326	78	263	244	35	1,030

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,555,258.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60·54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·3	157·0	137·9	59.26	108·1	151·8	139·7	61.42

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (DBS)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953
(a) Provinces						
Newfoundland	142·7	139·2	157·4	54.84	54.94	59.10
Prince Edward Island	120·6	121·2	119·8	44.04	43.48	44.53
Nova Scotia	101·6	101·0	104·7	49.63	48.98	48.58
New Brunswick	102·1	100·5	102·2	50.84	50.26	49.12
Quebec	113·6	112·2	116·2	56.79	56.69	55.08
Ontario	111·7	111·6	117·1	61.61	61.17	60.26
Manitoba	109·4	109·1	110·5	57.19	57.19	55.69
Saskatchewan	123·5	126·5	123·9	56.54	56.69	56.30
Alberta	135·6	136·4	135·0	60.85	59.14	60.13
British Columbia	112·3	113·1	114·6	64.28	64.14	64.34
Canada	113·3	112·9	116·9	59.26	58.93	58.11
(b) Metropolitan Areas						
St. John's	121·8	119·6	122·1	45.02	44.36	42.52
Sydney	92·7	92·0	100·6	60.89	58.33	62.28
Halifax	114·4	110·9	118·2	47.89	48.02	45.49
Saint John	96·0	95·3	100·9	47.72	47.18	46.07
Quebec	115·4	115·0	114·7	49.12	48.99	47.75
Sherbrooke	100·6	98·8	103·1	50.17	48.76	46.44
Three Rivers	108·2	109·0	103·7	56.29	56.86	53.98
Drummondville	70·9	68·6	84·6	51.72	51.07	51.48
Montreal	111·7	111·4	114·8	57.80	57.63	56.37
Ottawa—Hull	111·9	113·2	110·2	54.79	55.16	52.33
Peterborough	94·3	94·9	100·9	62.90	61.80	61.99
Oshawa	99·7	116·0	160·9	61.38	55.75	65.70
Niagara Falls	149·4	155·6	181·4	64.49	63.74	67.04
St. Catharines	111·2	109·4	120·5	67.40	67.57	66.35
Toronto	120·2	120·4	121·5	63.21	62.79	61.51
Hamilton	104·2	102·7	112·2	63.82	62.63	61.72
Brantford	83·7	81·6	83·1	58.35	56.37	55.78
Galt	97·3	99·0	108·6	55.04	54.09	53.76
Kitchener	102·9	102·6	111·8	57.34	57.33	56.32
Sudbury	135·9	136·5	139·2	73.33	72.85	71.43
London	111·1	109·4	115·4	57.52	56.87	55.48
Sarnia	114·2	116·3	124·5	73.27	73.49	73.99
Windsor	83·0	80·9	109·4	68.16	67.63	66.62
Sault Ste. Marie	98·7	100·3	139·8	67.11	68.05	66.88
Ft. William—Pt. Arthur	110·4	113·9	124·8	61.31	61.48	59.47
Winnipeg	107·0	105·9	105·9	54.29	54.38	52.58
Regina	119·5	123·7	117·5	54.31	54.88	50.86
Saskatoon	125·8	127·3	122·4	52.92	52.75	51.67
Edmonton	155·3	154·1	151·0	59.76	56.88	59.12
Calgary	138·1	137·4	133·9	58.71	57.74	57.35
Vancouver	104·7	105·7	104·3	61.86	61.38	60.27
Victoria	117·2	115·6	110·1	58.23	58.90	57.08

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953
Mining	**112·6**	**112·8**	**108·8**	**71.08**	**69.65**	**70.23**
Metal mining	115·4	115·4	105·0	74.45	73.52	73.48
Gold	83·1	83·7	70·5	67.95	66.84	65.63
Other metal	145·5	145·0	136·8	77.92	77.12	77.21
Fuels	100·0	99·7	103·8	68.31	65.83	68.51
Coal	74·4	73·3	79·2	61.28	57.24	60.02
Oil and natural gas	184·7	187·2	185·9	77.70	76.98	80.59
Non-metal	139·2	141·4	141·5	64.58	63.71	63.14
Manufacturing	**108·1**	**108·3**	**115·2**	**61.42**	**60.87**	**59.69**
Food and beverages	118·7	118·6	118·0	52.97	52.37	51.45
Meat products	115·7	116·6	113·7	63.42	62.56	62.84
Canned and preserved fruits and vegetables	195·5	185·0	193·5	42.05	39.27	41.51
Grain mill products	105·7	106·4	103·6	59.98	60.49	57.80
Bread and other bakery products	101·8	103·4	106·5	52.89	52.13	51.33
Distilled and malt liquors	106·2	106·7	106·1	67.99	68.26	66.47
Tobacco and tobacco products	77·9	77·7	82·9	60.60	60.53	58.81
Rubber products	104·0	104·2	112·2	63.86	61.76	61.45
Leather products	86·6	88·3	93·9	41.86	42.49	40.86
Boots and shoes (except rubber)	89·4	92·1	93·7	39.63	40.53	39.06
Textile products (except clothing)	79·8	78·8	91·3	50.95	50.03	48.19
Cotton yarn and broad woven goods	79·4	79·6	90·9	47.93	46.56	44.85
Woollen goods	68·2	66·7	83·5	49.99	49.49	46.62
Synthetic textiles and silk	80·2	78·6	93·0	56.82	55.80	53.37
Clothing (textile and fur)	93·2	91·8	100·6	41.36	41.59	41.32
Men's clothing	96·5	95·7	105·9	39.70	39.98	40.17
Women's clothing	97·0	95·7	100·3	41.40	42.83	41.83
Knit goods	80·2	78·8	90·5	43.66	42.54	42.60
Wood products	106·3	107·6	107·4	55.06	54.76	53.91
Saw and planing mills	110·5	113·0	109·4	57.02	56.32	55.63
Furniture	104·1	101·5	106·5	52.70	53.01	51.95
Other wood products	91·6	94·4	99·9	49.15	49.74	49.17
Paper products	118·2	120·2	114·2	72.31	72.94	70.06
Pulp and paper mills	122·1	124·8	115·9	77.46	78.26	75.32
Other paper products	108·7	108·8	110·0	58.22	58.05	56.42
Printing, publishing and allied industries	111·0	110·4	108·0	65.94	65.15	62.87
Iron and steel products	97·4	98·5	110·8	68.44	67.39	66.87
Agricultural implements	45·2	56·2	67·2	66.33	64.46	64.84
Fabricated and structural steel	129·7	130·8	142·8	72.96	71.06	72.80
Hardware and tools	97·5	97·5	107·6	65.73	63.47	61.71
Heating and cooking appliances	99·6	98·7	100·9	62.89	60.46	57.89
Iron castings	88·9	85·8	99·2	68.02	67.73	66.97
Machinery manufacturing	108·3	109·4	116·6	67.37	66.43	65.31
Primary iron and steel	95·1	96·0	119·8	72.84	71.77	71.77
Sheet metal products	109·7	109·7	113·9	66.14	66.47	64.65
Transportation equipment	121·0	121·5	149·4	69.60	68.06	67.89
Aircraft and parts	338·7	343·4	375·1	74.86	74.16	73.50
Motor vehicles	78·6	83·0	119·2	75.34	69.55	72.31
Motor vehicle parts and accessories	92·3	86·8	121·5	67.56	68.01	65.43
Railroad and rolling stock equipment	86·1	85·6	106·9	64.05	63.63	63.90
Shipbuilding and repairing	152·5	152·4	174·4	65.76	63.42	62.53
Non-ferrous metal products	120·1	120·0	122·0	70.53	69.61	67.92
Aluminum products	121·8	120·2	131·8	67.27	66.92	64.70
Brass and copper products	101·7	101·9	109·5	66.99	65.51	65.87
Smelting and refining	140·5	141·2	133·2	76.07	75.20	73.85
Electrical apparatus and supplies	133·3	131·1	140·2	67.25	66.54	64.04
Non-metallic mineral products	116·8	119·5	116·1	64.79	64.38	62.31
Clay products	109·4	108·6	107·2	61.43	61.23	58.63
Glass and glass products	105·2	114·8	118·3	61.92	61.38	60.53
Products of petroleum and coal	122·8	124·8	120·8	85.91	85.43	84.32
Chemical products	121·8	122·0	120·1	67.24	66.86	64.81
Medicinal and pharmaceutical preparations	108·2	107·7	105·3	62.20	61.41	59.49
Acids, alkalis and salts	118·1	116·7	122·3	74.92	75.35	72.14
Miscellaneous manufacturing industries	106·0	104·9	112·0	53.89	53.38	51.63
Construction	**127·0**	**129·0**	**135·8**	**61.31**	**60.99**	**63.32**
Buildings and structures	128·1	130·4	148·1	66.26	65.71	69.11
Highways, bridges and streets	125·3	126·8	115·9	53.31	53.33	51.27
Service	**115·7**	**118·9**	**112·3**	**39.01**	**38.17**	**37.38**
Hotels and restaurants	113·8	118·3	109·3	33.69	33.08	32.85
Laundries and dry cleaning plants	103·1	104·3	102·7	37.49	36.62	35.72
Industrial composite	**113·3**	**112·9**	**116·9**	**59.26**	**58.93**	**58.11**

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1954	Sept.1 1954	Oct. 1 1953	Oct. 1 1954	Sept.1 1954	Oct. 1 1953	Oct. 1 1954	Sept.1 1954	Oct. 1 1953
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·4	42·6	43·2	156·8	155·8	154·8	68.05	66.37	66.87
Metal mining	44·5	44·1	44·6	161·0	160·4	159·1	71.65	70.74	70.96
Gold	46·1	45·7	46·1	137·6	137·7	132·2	63.43	62.93	60.94
Other metal	43·6	43·2	43·8	174·6	173·9	172·8	76.13	75.12	75.69
Fuels	40·7	38·4	40·2	153·6	151·4	154·5	62.52	58.14	62.11
Coal	40·4	38·0	39·1	148·7	146·1	150·3	60.07	55.52	58.77
Oil and natural gas	41·3	39·8	43·6	168·6	166·3	166·6	69.63	66.19	72.64
Non-metal	44·0	44·0	43·9	146·0	144·6	140·8	64.24	63.62	61.81
Manufacturing	41·3	40·9	41·5	139·7	139·5	136·6	57.70	57.06	56.69
Food and beverages	42·1	41·3	41·5	114·9	115·6	114·0	48.37	47.74	47.31
Meat products	40·1	39·9	40·1	148·5	147·4	148·1	59.55	58.81	59.39
Canned and preserved fruits and vegetables	44·8	40·3	41·9	89·5	89·7	94·3	40.10	36.15	39.51
Grain mill products	42·1	42·7	42·1	136·8	138·0	131·3	57.59	58.93	55.28
Bread and other bakery products	44·1	44·0	43·6	105·3	105·4	105·7	46.44	46.38	46.09
Distilled and malt liquors	39·9	40·0	42·2	155·7	155·7	146·2	62.12	62.28	61.70
Tobacco and tobacco products	40·4	40·1	40·5	141·2	141·8	136·0	57.04	56.86	55.08
Rubber products	41·9	40·6	41·7	145·2	144·3	141·6	60.84	58.59	59.05
Leather products	38·7	39·5	39·4	99·5	98·8	97·4	38.51	39.03	38.38
Boots and shoes (except rubber)	37·7	39·2	38·3	96·1	95·5	93·6	36.23	37.44	35.85
Textile products (except clothing)	42·6	41·8	40·8	109·7	109·2	107·9	46.73	45.65	44.02
Cotton yarn and broad woven goods	40·6	39·3	38·1	111·5	110·5	110·1	45.27	43.43	41.95
Woollen goods	44·0	43·6	41·6	104·6	104·1	102·7	46.02	45.39	42.72
Synthetic textiles and silk	45·2	44·7	43·8	114·1	114·1	111·3	51.57	51.00	48.75
Clothing (textile and fur)	37·7	37·8	38·9	98·7	98·9	97·1	37.21	37.38	37.77
Men's clothing	37·0	37·2	39·0	97·7	97·5	95·0	36.15	36.27	37.05
Women's clothing	35·4	36·5	36·3	103·8	105·1	103·4	36.75	38.36	37.53
Knit goods	40·3	39·1	40·8	98·8	98·3	96·5	39.82	38.44	39.37
*Wood products	42·2	42·0	42·5	126·1	125·8	122·9	53.21	52.84	52.23
Saw and planing mills	41·7	41·3	41·8	133·8	132·7	130·5	55.79	54.81	54.55
Furniture	43·5	43·6	44·2	114·6	115·6	111·8	49.85	50.40	49.42
Other wood products	42·7	42·9	43·2	108·6	109·2	107·4	46.37	46.85	46.40
Paper products	42·4	43·1	43·7	160·9	161·0	153·1	68.22	69.39	66.90
Pulp and paper mills	42·5	43·5	44·0	171·8	171·4	163·6	73.02	74.56	71.98
Other paper products	42·0	42·0	42·8	127·2	127·5	122·2	53.42	53.55	52.30
Printing, publishing and allied industries	40·4	40·1	39·9	166·5	165·3	159·3	67.27	66.29	63.56
*Iron and steel products	41·4	41·0	42·0	157·9	157·2	154·6	65.37	64.45	64.93
Agricultural implements	39·1	36·9	38·4	154·3	160·1	159·4	60.33	59.08	61.21
Fabricated and structural steel	40·8	40·7	42·6	164·9	164·2	163·5	67.28	66.83	69.65
Hardware and tools	42·3	41·4	42·1	146·6	144·6	139·5	62.01	59.86	58.73
Heating and cooking appliances	42·7	41·8	42·0	141·9	140·2	132·6	60.59	58.60	55.69
Iron castings	42·2	42·0	42·8	156·4	156·3	154·0	66.00	65.65	65.91
Machinery manufacturing	42·2	41·6	42·9	152·8	152·1	147·8	64.48	63.27	63.41
Primary iron and steel	40·1	40·0	40·9	173·7	171·0	170·6	69.65	68.40	69.78
Sheet metal products	41·3	41·7	42·4	153·7	153·6	147·5	63.48	64.05	62.54
*Transportation equipment	40·7	39·8	41·3	162·8	161·9	157·9	66.26	64.44	65.21
Aircraft and parts	41·7	41·5	43·7	172·3	171·7	161·1	71.85	71.26	70.40
Motor vehicles	39·6	35·3	40·0	172·7	171·6	169·9	68.39	60.57	67.96
Motor vehicle parts and accessories	38·6	39·2	39·8	162·5	162·2	157·9	62.73	63.58	62.84
Railroad and rolling stock equipment	39·7	39·7	40·2	159·4	158·4	157·7	63.28	62.88	63.40
Shipbuilding and repairing	42·8	41·7	42·7	152·0	150·5	145·1	65.06	62.76	61.96
*Non-ferrous metal products	41·4	41·0	41·5	160·2	159·3	155·8	66.32	65.31	64.66
Aluminum products	41·8	41·2	41·6	145·8	145·7	142·4	60.94	60.03	59.24
Brass and copper products	41·7	40·8	42·9	151·2	150·0	146·5	63.05	61.20	62.85
Smelting and refining	41·3	41·0	41·3	173·0	171·8	170·2	71.45	70.44	70.29
*Electrical apparatus and supplies	40·9	40·3	41·3	150·8	150·9	144·5	61.68	60.81	59.68
Heavy electrical machinery and equipment	40·4	40·1	41·5	166·2	166·2	158·9	67.14	66.65	65.94
*Non-metallic mineral products	43·8	43·7	44·1	142·5	141·5	136·9	62.42	61.84	60.37
Clay products	44·6	44·7	45·2	132·0	131·6	125·5	58.87	58.83	56.73
Glass and glass products	42·6	42·4	43·9	141·5	139·7	133·6	60.28	59.23	58.65
Products of petroleum and coal	41·4	41·5	41·4	191·0	188·7	183·7	79.07	78.31	76.05
Chemical products	41·3	41·1	41·9	146·4	146·3	140·2	60.46	60.13	58.74
Medicinal and pharmaceutical preparations	41·3	41·0	41·9	121·0	120·7	117·0	49.97	49.49	49.02
Acids, alkalis and salts	41·5	41·9	42·6	167·6	167·7	160·3	69.55	70.27	68.29
Miscellaneous manufacturing industries	41·5	41·1	41·7	116·2	116·2	111·7	48.22	47.76	46.58
*Durable goods	41·5	41·0	41·9	151·6	150·9	148·5	62.91	61.87	62.22
Non-durable goods	41·1	40·8	41·1	128·1	128·4	123·7	52.65	52.39	50.84
Construction	41·8	41·8	43·4	144·5	144·2	146·6	60.40	60.28	63.62
Buildings and structures	41·7	41·5	42·6	155·8	155·5	160·7	64.97	64.53	68.46
Highways, bridges and streets	42·2	42·4	42·2	121·3	121·2	114·7	51.19	51.39	48.40
Electric and motor transportation	45·4	44·7	45·5	141·6	141·2	137·3	64.29	63.12	62.47
Service	40·7	40·9	41·5	84·1	81·7	79·7	34.23	33.42	33.08
Hotels and restaurants	41·0	41·6	42·0	83·8	80·4	79·7	34.36	33.45	33.47
Laundries and dry cleaning plants	40·8	40·2	41·2	80·1	80·0	75·9	32.68	32.16	31.27

Durable manufactured goods industries.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1954	Sept. 1, 1954	Oct. 1, 1953	Oct. 1, 1954	Sept. 1, 1954	Oct. 1, 1953
Newfoundland	42·5	42·4	41·9	133·1	134·2	136·1
Nova Scotia	41·6	41·0	41·3	120·5	119·5	122·4
New Brunswick	42·2	42·0	42·8	122·5	122·1	120·1
Quebec	42·3	42·2	43·0	127·1	126·5	123·2
Ontario	41·0	40·4	41·1	146·3	146·6	143·6
Manitoba	40·4	40·4	40·6	135·1	134·8	132·9
Saskatchewan	39·7	40·2	40·7	146·8	145·7	141·5
Alberta	40·3	39·8	39·4	146·5	146·4	141·4
British Columbia	38·3	38·3	38·3	167·7	166·0	164·0

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (DBS).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Week Preceding:						
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954	41·0*	140·4	57.56	138·0	115·7	119·3
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954 (1)	41·3	139·7	57.70	138·3	116·8	118·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38·5 hours and $54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest						
December 1, 1949	10,400	12,085	22,485	164,345	56,439	220,784
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
December 1, 1951	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,381	13,018	29,399	170,883	71,561	242,444
November 1, 1954 (1)	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954 (1)	16,104	10,504	26,608	255,813	85,229	341,042

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES (1) BY INDUSTRY AND BY SEX

(SOURCE: Form U.I.C. 751)

Industry	Male Oct. 30, 1954	Female Oct. 30, 1954	Total Oct. 30, 1954	Change from Sept. 30, 1954	Change from Oct. 31, 1953
Agriculture, Fishing, Trapping	**411**	**143**	**554**	**— 898**	**— 111**
Forestry	**4,108**	**8**	**4,116**	**— 285**	**+ 1,934**
Mining, Quarrying, and Oil Wells	**343**	**37**	**380**	**— 24**	**— 120**
Metal Mining	75	3	78	— 73	— 104
Fuels	225	7	232	+ 89	— 17
Non-Metal Mining	10	1	11	— 6	— 20
Quarrying, Clay and Sand Pits	10	.....	10	+ 4	— 3
Prospecting	23	26	49	— 38	+ 24
Manufacturing	**2,414**	**2,373**	**4,787**	**— 1,166**	**— 999**
Foods and Beverages	166	217	383	— 277	— 61
Tobacco and Tobacco Products	254	559	813	+ 803	+ 803
Rubber Products	20	14	34	— 9	— 51
Leather Products	31	108	139	— 47	— 189
Textile Products (except clothing)	72	173	245	— 8	— 9
Clothing (textile and fur)	98	750	848	— 801	— 167
Wood Products	201	52	253	— 47	— 85
Paper Products	117	34	151	+ 11	— 62
Printing, Publishing and Allied Industries	82	99	181	— 3	— 147
Iron and Steel Products	288	94	382	— 104	— 183
Transportation Equipment	543	35	578	— 479	— 311
Non-Ferrous Metal Products	88	29	117	+ 6	— 111
Electrical Apparatus and Supplies	214	80	294	— 94	— 26
Non-Metallic Mineral Products	79	18	97	+ 6	— 12
Products of Petroleum and Coal	16	13	29	+ 9	— 2
Chemical Products	100	51	151	— 26	— 224
Miscellaneous Manufacturing Industries	45	47	92	— 106	— 162
Construction	**1,587**	**57**	**1,644**	**— 562**	**— 694**
General Contractors	1,090	42	1,132	— 372	— 441
Special Trade Contractors	497	15	512	— 190	— 253
Transportation, Storage and Communication	**314**	**154**	**468**	**— 169**	**— 304**
Transportation	280	47	327	— 137	— 202
Storage	16	7	23	— 8	— 43
Communication	18	100	118	— 24	— 59
Public Utility Operation	**68**	**20**	**88**	**— 45**	**— 43**
Trade	**1,488**	**1,592**	**3,080**	**— 1,042**	**— 1,548**
Wholesale	483	340	823	— 166	— 310
Retail	1,005	1,252	2,257	— 876	— 1,238
Finance, Insurance and Real Estate	**509**	**407**	**916**	**— 140**	**— 505**
Service	**2,010**	**5,689**	**7,699**	**— 1,249**	**— 1,543**
Community or Public Service	152	674	826	— 367	— 406
Government Service	1,240	459	1,699	+ 257	— 105
Recreation Service	65	87	152	— 81	— 99
Business Service	241	250	491	— 174	— 180
Personal Service	312	4,219	4,531	— 884	— 753
Grand Total	**13,252**	**10,480**	**23,732**	**— 5,580**	**— 3,933**

(1) Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT OCTOBER 28, 1954 (1)

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,073	490	1,563	4,479	1,200	5,679
Clerical workers	1,304	2,112	3,416	9,898	22,009	31,907
Sales workers	1,240	1,086	2,326	4,271	9,236	13,507
Personal and domestic service workers	376	4,726	5,102	22,401	14,334	36,735
Seamen	.....	.....	.....	849	3	852
Agriculture and fishing	425	7	432	1,290	114	1,404
Skilled and semiskilled workers	8,071	1,189	9,260	82,869	16,552	99,421
Food and kindred products (inc. tobacco)	32	15	47	1,069	440	1,509
Textiles, clothing, etc.	86	911	997	3,235	10,169	13,404
Lumber and wood products	4,961	1	4,962	5,634	159	5,793
Pulp, paper (inc. printing)	32	7	39	759	401	1,160
Leather and leather products	29	54	83	1,077	1,080	2,157
Stone, clay and glass products	10	.....	10	349	43	392
Metalworking	400	29	429	15,881	1,008	16,889
Electrical	98	7	105	1,918	646	2,564
Transportation equipment	5	.....	5	1,576	81	1,657
Mining	164	.....	164	1,076	.....	1,076
Construction	743	.....	743	17,079	4	17,083
Transportation (except seamen)	445	3	448	12,391	82	12,473
Communications and public utility	52	.....	52	386	3	389
Trade and service	119	114	233	2,381	1,263	3,644
Other skilled and semiskilled	722	44	766	13,991	896	14,887
Foremen	57	4	61	1,577	266	1,843
Apprentices	116	.....	116	2,490	11	2,501
Unskilled workers	1,235	891	2,126	61,066	13,555	74,621
Food and tobacco	279	598	877	2,457	2,844	5,301
Lumber and lumber products	64	4	68	5,241	257	5,498
Metalworking	57	14	71	6,804	500	7,304
Construction	558	.....	558	21,455	11	21,466
Other unskilled workers	277	275	552	25,109	9,943	35,052
Grand Total	**13,724**	**10,501**	**24,225**	**187,123**	**77,003**	**264,126**

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28, 1954

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year
Newfoundland	**587**	+ **141**	+ **323**	**3,494**	− **14**	− **5**
Corner Brook	62	+ 32	− 41	896	− 256	+ 200
Grand Falls	100	+ 98	+ 98	230	− 1	− 76
St. John's	425	+ 11	+ 266	2,368	+ 243	− 129
Prince Edward Island	**100**	− **247**	+ **6**	**996**	− **15**	− **28**
Charlottetown	72	− 3	+ 4	618	− 23	− 50
Summerside	28	− 244	+ 2	378	+ 8	+ 22
Nova Scotia	**1,414**	+ **394**	− **114**	**11,920**	+ **471**	+ **594**
Amherst	11	− 3	+ 10	390	+ 54	+ 66
Bridgewater	36	− 30	− 8	492	+ 78	+ 47
Halifax	1,127	+ 420	− 102	3,578	+ 120	+ 539
Inverness	.....	0	− 1	189	− 118	− 15
Kentville	64	− 47	− 10	625	− 102	− 138
Liverpool	47	+ 18	+ 28	261	+ 61	− 71
New Glasgow	16	− 4	− 16	2,311	+ 515	+ 1,021
Springhill	2	+ 1	0	420	− 95	− 277
Sydney	72	+ 45	− 24	2,238	− 410	− 512
Truro	25	− 6	+ 7	585	+ 69	− 31
Yarmouth	14	0	+ 2	831	+ 299	− 35
New Brunswick	**830**	− **235**	− **83**	**10,183**	+ **1,004**	− **367**
Bathurst	16	− 5	+ 4	554	+ 80	− 238
Campbellton	38	+ 5	+ 2	611	+ 106	− 33
Edmundston	45	+ 10	+ 39	284	+ 46	− 125
Fredericton	282	− 105	+ 194	819	+ 19	− 409
Minto	8	− 4	− 21	456	− 149	− 144
Moncton	203	− 83	− 218	2,351	+ 323	− 96
Newcastle	20	− 6	+ 18	927	+ 191	+ 31
Saint John	152	− 12	− 142	2,615	+ 38	+ 179
St. Stephen	17	+ 9	+ 9	1,016	+ 248	+ 470
Sussex	41	+ 34	+ 38	208	+ 58	− 29
Woodstock	8	− 78	− 6	342	+ 44	+ 27
Quebec	**8,717**	− **1,451**	+ **52**	**75,531**	+ **6,590**	+ **12,390**
Asbestos	13	− 2	− 91	371	+ 44	+ 75
Beauharnois	1	− 7	− 4	487	− 16	+ 9
Buckingham	26	+ 12	+ 13	434	+ 28	− 54
Causapscal	78	+ 73	+ 72	413	+ 109	+ 23
Chandler	4	+ 3	− 66	200	+ 23	− 100
Chicoutimi	156	− 42	+ 31	575	+ 52	− 172
Dolbeau	65	− 7	+ 59	221	− 27	− 104
Drummondville	20	− 7	− 33	1,442	− 96	+ 178
Farnham	9	− 27	− 18	650	+ 193	+ 138
Forestville	75	− 62	+ 62	178	− 17	− 185
Gaspe	3	0	+ 1	165	− 18	− 6
Granby	21	− 1	+ 12	1,194	+ 75	+ 414
Hull	62	− 39	− 6	1,459	+ 125	+ 134
Joliette	109	− 118	− 486	1,491	+ 102	− 303
Jonquiere	121	+ 78	+ 36	828	+ 83	− 158
Lachute	10	− 11	+ 5	289	+ 32	− 64
La Malbaie	45	− 4	+ 33	188	+ 42	− 17
La Tuque	2,110	+ 41	+ 1,311	387	+ 77	+ 12
Levis	86	− 36	− 91	1,221	+ 35	+ 64
Louiseville	13	− 2	− 2	378	+ 41	+ 138
Maniwaki	7	+ 3	+ 1	118	+ 57	+ 6
Matane	63	+ 8	− 534	288	+ 51	− 39
Megantic	18	− 13	+ 14	362	+ 18	− 115
Mont-Laurier	4	+ 2	− 4	330	− 68	+ 83
Montmagny	16	− 9	+ 5	439	+ 69	− 175
Montreal	2,538	− 1,005	− 937	35,124	+ 3,840	+ 11,348
New Richmond	32	+ 10	+ 20	234	+ 8	− 29
Port Alfred	169	− 13	+ 144	203	+ 35	− 29
Quebec	532	− 122	− 127	5,922	+ 574	+ 262
Rimouski	18	+ 1	+ 1	481	− 75	− 49
Riviere du Loup	23	+ 4	+ 6	646	− 157	− 60
Roberval	39	− 332	− 23	230	+ 7	+ 7
Rouyn	119	+ 18	+ 89	1,066	+ 131	+ 67
Ste. Agathe	7	+ 1	− 9	366	+ 65	+ 85
Ste. Anne de Bellevue	22	− 3	+ 5	490	+ 105	+ 195
Ste. Therese	50	− 30	+ 14	850	+ 20	+ 277
St. Georges Est	396	+ 30	+ 54	635	+ 60	− 121
St. Hyacinthe	34	− 88	− 159	1,205	+ 124	+ 181
St. Jean	41	− 21	− 30	1,075	+ 48	+ 93
St. Jerome	16	+ 2	− 47	729	+ 96	− 148
St. Joseph d'Alma	716	+ 131	+ 515	438	− 154	− 119
Sept Iles	19	− 29	− 7	155	+ 21	− 76
Shawinigan Falls	31	+ 9	− 1	1,634	+ 227	− 263
Sherbrooke	135	− 27	− 93	2,809	− 21	+ 301
Sorel	33	+ 4	− 3	1,407	+ 33	+ 478
Thetford Mines	140	+ 1	+ 123	564	− 9	+ 25
Three Rivers	125	− 13	− 24	2,453	+ 244	+ 365

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28[1], 1954

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year
Quebec—Concluded						
Val d'Or	280	+ 244	+ 221	731	+ 2	+ 3
Valleyfield	35	− 15	− 6	1,088	+ 143	− 121
Victoriaville	32	− 41	+ 6	888	+ 209	− 64
Ontario	**7,349**	**− 1,509**	**− 2,686**	**104,698**	**− 5,375**	**+ 37,066**
Arnprior	14	− 3	− 11	119	+ 29	+ 9
Barrie	84	− 101	− 22	709	− 162	+ 268
Belleville	24	− 4	− 2	726	+ 91	+ 299
Bracebridge	20	− 39	− 26	503	+ 154	+ 240
Brampton	19	− 20	− 36	355	+ 19	+ 194
Brantford	52	− 1	− 35	2,279	+ 550	− 416
Brockville	12	− 27	− 10	257	+ 45	− 22
Carleton Place	2	0	− 1	128	− 39	− 29
Chatham	169	− 159	− 22	1,331	+ 104	+ 287
Cobourg	11	− 10	− 1	363	− 65	+ 132
Collingwood	8	− 7	− 8	601	− 19	+ 344
Cornwall	50	− 5	+ 4	1,549	− 273	+ 218
Fort Erie	3	+ 2	− 11	467	+ 48	+ 195
Fort Frances	7	− 3	+ 1	170	+ 40	+ 52
Fort William	92	− 27	− 7	1,283	+ 293	+ 573
Galt	55	+ 4	− 10	987	+ 103	+ 517
Gananoque	3	+ 2	− 9	151	+ 21	− 11
Goderich	16	− 9	− 22	302	− 4	+ 133
Guelph	64	− 16	− 56	1,031	− 239	+ 545
Hamilton	494	− 59	+ 62	9,088	+ 719	+ 3,514
Hawkesbury	18	− 3	− 2	300	+ 58	+ 53
Ingersoll	14	0	− 13	489	+ 141	+ 229
Kapuskasing	21	− 8	− 11	411	+ 121	+ 106
Kenora	9	− 3	− 32	268	+ 96	+ 97
Kingston	154	0	+ 1	783	+ 66	− 132
Kirkland Lake	18	0	− 27	615	+ 87	+ 97
Kitchener	71	− 19	− 105	1,790	− 107	+ 972
Leamington	3	− 5	− 15	763	+ 248	+ 32
Lindsay	33	− 19	− 10	616	− 138	+ 299
Listowel	21	− 4	− 9	179	+ 4	+ 60
London	294	− 175	− 496	3,308	+ 428	+ 1,532
Midland	10	− 5	− 19	535	− 50	+ 129
Napanee	5	+ 4	− 5	248	+ 40	0
New Toronto	83	− 35	− 76	1,642	+ 301	+ 798
Niagara Falls	31	− 15	− 37	1,678	+ 293	+ 799
North Bay	24	− 33	− 10	988	+ 83	+ 312
Oakville	28	− 524	− 251	619	+ 327	+ 407
Orillia	15	0	− 23	644	+ 146	+ 296
Oshawa	95	+ 7	− 7	4,353	− 2,590	+ 1,053
Ottawa	709	− 299	− 318	2,574	+ 53	+ 352
Owen Sound	24	− 10	− 46	736	+ 106	+ 141
Parry Sound	1	− 2	− 3	257	+ 117	+ 110
Pembroke	76	− 37	− 25	844	− 26	+ 244
Perth	13	− 8	− 10	249	+ 28	+ 38
Peterborough	19	− 1	− 38	1,821	+ 190	+ 605
Picton	4	0	− 10	170	+ 72	+ 12
Port Arthur	104	− 6	+ 13	1,500	+ 383	+ 526
Port Colborne	8	− 8	− 10	476	− 79	+ 200
Prescott	17	− 16	+ 5	349	+ 21	− 35
Renfrew	12	+ 7	− 18	298	+ 42	+ 78
St. Catharines	51	− 36	− 38	2,199	− 140	+ 536
St. Thomas	855	+ 798	+ 782	1,515	+ 1,013	+ 1,184
Sarnia	36	− 10	− 36	1,557	+ 105	+ 770
Sault Ste. Marie	71	− 7	− 41	2,677	+ 627	+ 1,953
Simcoe	36	+ 2	+ 6	492	+ 233	− 56
Sioux Lookout	8	− 11	− 16	127	+ 52	+ 32
Smiths Falls	10	− 1	− 8	229	− 137	− 160
Stratford	24	− 6	+ 5	575	+ 29	+ 193
Sturgeon Falls	0	− 4	− 4	629	+ 144	+ 196
Sudbury	77	− 18	− 55	1,802	+ 348	+ 743
Timmins	43	− 12	− 18	1,142	+ 201	+ 163
Toronto	2,667	− 245	− 1,306	24,130	+ 1,962	+ 11,064
Trenton	38	+ 3	+ 10	546	+ 188	− 8
Walkerton	23	+ 2	− 15	437	+ 25	+ 257
Wallaceburg	13	+ 5	+ 6	286	− 340	+ 86
Welland	11	0	− 10	1,548	+ 35	+ 426
Weston	150	− 110	− 45	841	+ 58	+ 439
Windsor	91	− 160	− 20	11,738	− 974	+ 2,721
Woodstock	12	0	− 54	326	+ 66	+ 75
Manitoba	**1,416**	**− 581**	**− 625**	**11,578**	**+ 2,147**	**+ 1,940**
Brandon	154	− 18	− 46	641	+ 133	+ 146
Dauphin	28	+ 16	+ 15	318	+ 66	+ 37
Flin Flon	30	+ 11	− 55	196	+ 29	− 67
Portage la Prairie	30	− 7	− 22	404	+ 35	+ 98
The Pas	5	+ 2	− 6	55	+ 27	+ 7
Winnipeg	1,169	− 585	− 511	9,964	+ 1,857	+ 1,719

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28[1], 1954

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year
Saskatchewan	**691**	**— 622**	**— 474**	**5,245**	**+ 1,091**	**+ 2,211**
Estevan	24	— 5	+ 1	83	+ 24	+ 40
Moose Jaw	124	— 24	— 7	609	+ 125	+ 267
North Battleford	39	— 75	— 13	356	+ 92	+ 157
Prince Albert	27	— 25	— 17	746	+ 49	+ 327
Regina	164	— 127	— 220	1,142	+ 216	+ 416
Saskatoon	124	— 176	— 145	1,463	+ 341	+ 607
Swift Current	93	— 132	+ 11	150	— 14	+ 43
Weyburn	36	— 24	— 34	106	— 49	+ 45
Yorkton	60	— 34	— 50	590	+ 209	+ 309
Alberta	**1,880**	**— 384**	**— 168**	**10,432**	**+ 713**	**+ 2,696**
Blairmore	19	+ 6	— 14	307	+ 15	+ 179
Calgary	501	— 167	+ 12	3,534	+ 375	+ 490
Drumheller	55	— 4	— 31	125	— 4	0
Edmonton	1,020	— 110	+ 65	4,485	+ 285	+ 1,339
Edson	24	— 22	— 25	193	— 50	+ 96
Lethbridge	147	— 90	— 107	651	— 84	0
Medicine Hat	41	0	— 49	726	+ 162	+ 418
Red Deer	57	+ 5	— 26	381	+ 1	+ 194
Yellowknife	16	— 2	+ 7	30	+ 5	— 20
British Columbia	**1,241**	**— 687**	**— 346**	**30,049**	**+ 1,320**	**+ 2,112**
Chilliwack	28	— 24	— 17	546	+ 54	+ 31
Courtenay	23	— 11	+ 8	440	+ 136	— 140
Cranbrook	14	— 30	— 1	235	+ 31	— 46
Dawson Creek	5	— 24	— 3	242	+ 3	+ 138
Duncan	30	+ 6	+ 2	273	+ 24	— 16
Kamloops	70	— 38	— 15	282	— 16	+ 9
Kelowna	11	— 27	+ 1	254	+ 35	+ 8
Mission City	14	— 21	— 6	462	+ 146	+ 69
Nanaimo	19	+ 2	0	682	— 18	— 47
Nelson	15	— 10	+ 1	396	+ 51	— 141
New Westminster	104	— 3	+ 12	4,922	+ 410	+ 460
Penticton	5	+ 4	— 4	293	— 25	— 60
Port Alberni	4	— 6	— 8	388	+ 54	+ 52
Prince George	51	— 28	+ 5	1,209	+ 497	— 122
Prince Rupert	38	— 1	+ 25	709	+ 202	+ 90
Princeton	1	— 3	— 3	86	+ 25	+ 24
Trail	11	+ 8	— 11	410	— 24	— 145
Vancouver	591	— 293	— 302	16,432	+ 2,235	+ 2,035
Vernon	15	— 60	0	330	+ 108	— 102
Victoria	157	— 92	+ 8	2,375	+ 261	— 97
Whitehorse	35	— 36	— 38	203	+ 71	+ 112
Canada	**24,225**	**— 5,181**	**— 4,115**	**264,126**	**+ 21,682**	**+ 58,609**
Males	13,724	— 2,664	— 1,558	187,123	+ 16,240	+ 42,603
Females	10,501	— 2,517	— 2,557	77,003	+ 5,442	+ 16,006

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1949-1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (10 months)	1,509,442	610,300	2,119,742	583,486	284,100	867,536
1954 (10 months)	1,652,359	692,889	2,345,248	465,370	273,010	738,380

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of October, 1954		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
				$
Newfoundland	2,465	722	45,961 (265)	153,956
Prince Edward Island	558	231	12,430 (213)	35,159
Nova Scotia	7,932	3,643	169,265 (3,410)	536,464
New Brunswick	6,700	2,519	131,511 (1,727)	416,330
Quebec	51,530	26,447	1,153,772 (25,828)	3,455,526
Ontario	71,894	35,100	1,592,189 (25,186)	5,127,667
Manitoba	6,322	2,878	136,931 (3,485)	398,869
Saskatchewan	2,939	1,341	55,280 (841)	161,685
Alberta	6,168	2,761	130,584 (2,627)	404,984
British Columbia	16,517	8,409	352,123 (6,929)	1,088,656
Total, Canada, Oct. 1954	173,025	84,051	3,780,046 (70,511)	11,779,296
Total, Canada, Sept. 1954	158,923	78,225	3,974,847 (74,121)	12,397,571
Total, Canada, Oct. 1953	118,730	65,980	2,506,254 (34,380)	7,603,667

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT OCTOBER 29, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register								October 31, 1953 Total	
	Total		6 and less	7-12	13-24	25-48	49-72	73 and over		
			October 29, 1954							
Newfoundland	3,009	(15)	794	382	373	526	322	612	3,147	(9)
Male	2,752	(15)	748	353	347	488	284	532	2,881	(8)
Female	257	(—)	46	29	26	38	38	80	266	(1)
Prince Edward Island	668	(8)	177	75	94	101	62	159	837	(1)
Male	497	(5)	136	63	65	72	40	121	621	(1)
Female	171	(3)	41	12	29	29	22	38	216	(—)
Nova Scotia	9,900	(108)	2,373	1,039	1,611	1,745	1,105	2,027	9,782	(51)
Male	8,535	(90)	2,074	925	1,432	1,513	928	1,663	8,534	(43)
Female	1,365	(18)	299	114	179	232	177	364	1,248	(8)
New Brunswick	8,397	(84)	2,249	948	1,101	1,408	833	1,858	8,227	(52)
Male	6,513	(64)	1,777	755	886	1,088	671	1,336	6,926	(41)
Female	1,884	(20)	472	193	215	320	162	522	1,301	(11)
Quebec	63,995	(1,006)	14,929	6,711	9,166	10,647	7,068	15,474	50,527	(578)
Male	45,482	(597)	11,171	5,015	6,864	7,524	4,763	10,145	34,998	(339)
Female	18,513	(409)	3,758	1,696	2,302	3,123	2,305	5,329	15,529	(239)
Ontario	80,364	(968)	20,050	8,328	11,521	13,212	8,273	18,980	46,590	(412)
Male	60,604	(718)	15,515	6,686	9,028	9,875	6,158	13,342	34,679	(282)
Female	19,760	(250)	4,535	1,642	2,493	3,337	2,115	5,638	11,911	(130)
Manitoba	9,107	(150)	3,037	840	1,226	1,295	720	1,989	6,672	(47)
Male	5,958	(105)	2,097	594	826	783	399	1,259	4,184	(31)
Female	3,149	(45)	940	246	400	512	321	730	2,488	(16)
Saskatchewan	3,782	(38)	1,158	508	537	612	291	676	1,852	(19)
Male	2,633	(29)	911	377	377	372	161	435	1,200	(15)
Female	1,149	(9)	247	131	160	240	130	241	652	(4)
Alberta	7,193	(73)	1,955	746	990	1,195	702	1,605	4,851	(31)
Male	4,783	(54)	1,354	516	642	736	423	1,112	3,351	(31)
Female	2,410	(19)	601	230	348	459	279	493	1,500	(—)
British Columbia	22,684	(232)	6,913	2,628	3,368	3,593	1,870	4,312	21,119	(145)
Male	16,913	(170)	5,642	2,051	2,538	2,572	1,230	2,880	16,277	(109)
Female	5,771	(62)	1,271	577	830	1,021	640	1,432	4,842	(36)
CANADA	209,099	(2,682)	53,635	22,205	29,987	34,334	21,246	47,692	153,604	(1,345)
MALE	154,670	(1,847)	41,425	17,335	23,005	25,023	15,057	32,825	113,651	(900)
FEMALE	54,429	(835)	12,210	4,870	6,982	9,311	6,189	14,867	39,953	(445)

* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,518	1,112	406	1,218	844	374	661
Prince Edward Island	346	224	122	305	240	65	107
Nova Scotia	5,619	3,282	2,337	5,348	4,387	961	1,420
New Brunswick	4,348	2,615	1,733	3,929	3,183	746	1,294
Quebec	38,083	22,037	16,046	36,790	30,341	6,449	9,594
Ontario	50,635	26,596	24,039	48,970	41,565	7,405	11,906
Manitoba	5,165	3,240	1,925	4,848	3,775	1,073	906
Saskatchewan	2,313	1,594	719	2,070	1,614	456	662
Alberta	4,697	2,868	1,829	4,464	3,432	1,032	1,146
British Columbia	14,885	8,293	6,592	13,800	10,972	2,828	3,717
Total Canada, Oct. 1954	127,609*	71,861	55,748	121,742†	100,353	21,389	31,413
Total Canada, Sept. 1954	109,548	60,439	49,109	101,207	90,798	19,409	25,546
Total Canada, Oct. 1953	123,177	74,126	49,051	113,471	91,893	21,578	30,150

* In addition, revised claims received numbered 14,960. † In addition, 14,608 revised claims were disposed of. Of these, 1,188 were special requests not granted, and 849 were appeals by claimants. There were 2,223 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants*
1953—September	3,197,000	3,085,700	111,300
October	3,220,000	3,100,600	119,400
November	3,230,000	3,076,400	153,600
December	3,276,000	3,037,500	238,500
1954—January	3,328,000	2,937,000	391,000†
February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Nov. 1, 1953	Oct. 1, 1954	Nov. 1, 1954					
(1) St. John's, Nfld.	103·1	103·0	102·8	100·9	107·5	101·8	102·9	103·5
Halifax	113·6	114·6	114·5	107·5	123·3	114·9	118·9	116·9
Saint John	115·9	117·6	117·5	113·4	122·6	117·9	116·4	123·0
Montréal	117·0	117·0	117·1	115·6	134·1	107·1	115·9	116·8
Ottawa	116·0	117·3	117·2	112·7	130·9	111·3	116·4	119·6
Toronto	117·8	118·9	118·9	111·2	143·7	110·4	116·1	119·4
Winnipeg	115·2	115·5	115·7	112·0	124·9	112·5	113·6	118·0
Saskatoon - Regina	113·7	115·2	114·8	112·5	115·0	116·4	118·4	113·0
Edmonton - Calgary	114·9	115·6	115·3	112·1	121·0	112·6	115·5	118·7
Vancouver	116·5	118·6	118·6	112·3	126·0	112·7	125·4	122·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
March	12	18	1,107	1,722	13,945	0·02
April	24	33	1,657	2,268	24,661	0·03
May	7	20	2,032	3,341	31,040	0·04
June	20	31	9,086	10,157	86,085	0·10
July	15	29	4,410	6,607	54,111	0·07
August	8	20	1,207	3,959	48,210	0·06
September	14	21	8,597	9,815	127,582	0·15
October	20	29	17,948	26,262	309,986	0·37
November	11	23	3,764	20,628	326,460	0·39
Cumulative Totals	162		61,176		1,231,319	0·13
1953						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	12	20	4,479	5,405	32,998	0·04
April	15	22	2,854	3,626	29,180	0·03
May	17	30	2,740	4,752	36,097	0·04
June	16	31	4,809	6,452	57,300	0·07
July	17	32	4,653	7,399	73,898	0·09
August	8	22	5,038	9,031	94,578	0·11
September	27	41	13,499	17,012	126,306	0·15
October	21	45	5,778	16,312	267,623	0·32
November	9	41	6,366	19,366	286,643	0·34
Cumulative Totals	167		54,800		1,059,450	0·11

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1954 [1]

Industry, Occupation and Locality	Number Involved: Establishments	Number Involved: Workers	Time Loss in Man-Working Days	Date Began[2]	Particulars [2]
Strikes and Lockouts in Progress Prior to November 1954					
MANUFACTURING—					
Vegetable Foods, etc.—					
Canning factory workers, Penticton, Kelowna, Mission City, Ashcroft and Vancouver, B.C.	5	531	12,000	Oct. 19	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unterminated.
Tobacco and Liquors—					
Brewery workers, Regina, Sask.....	1	130	1,690	July 30	For a new agreement providing for increased wages and other changes; terminated November 17; negotiations; compromise.
Textiles, Clothing, etc.—					
Shirt factory workers, Montreal, Que.	1	75	1,650	Oct. 7	For a union agreement providing for increased wages, following reference to arbitration board; unterminated.
Textile factory workers, Kitchener, Ont.	1	97	2,200	Oct. 20	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unterminated.
Metal Products—					
Farm implement factory workers, Toronto, Ont.	1	2,500	50,000	Sept. 11	For a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated November 26; conciliation; compromise.
Wire cloth factory workers, Niagara Falls, Ont.	1	200	2,000	Sept. 17	For a new agreement providing for increased wages and other changes; terminated November 12; conciliation and return of workers pending reference to Ontario Labour Relations Board; indefinite.
Motor vehicle factory and parts depot workers, Windsor, Oakville and Etobicoke, Ont.	3	7,765	169,000	Oct. 10 Oct. 15 Nov. 15	For new agreements providing for increased wages and fringe benefits, following reference to conciliation boards; unterminated.
Structural steel fabricators and erectors, Lachine and Longue Pointe, Que.	2	1,132	24,000	Oct. 15	For a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to arbitration board; partial return of workers; unterminated.
Plumbing and heating equipment factory workers, Toronto, Ont.	1	[3] 736	16,000	Oct. 21	For a new agreement providing for increased wages, following reference to conciliation board; unterminated.
CONSTRUCTION—					
Buildings and Structures—					
Plumbers and steamfitters, Montreal, Que.	.....	3,400	15,000	Sept. 13	For a new agreement providing for increased wages, following reference to arbitration board; terminated by November 5; negotiations; compromise.
Cement finishers, Toronto, Ont.....	103	280	2,800	Oct. 18	For a new agreement providing for increased wages, following reference to conciliation board; terminated November 12; negotiations; compromise.
SERVICE—					
Public Administration—					
Public works employees, Wallaceburg, Ont.	1	18	450	Oct. 19	For union recognition; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began(2)	Particulars (2)
	Establishments	Workers			
Strikes and Lockouts Commencing During November 1954					
MINING—					
Coal miners, Nacmine, Alta.	1	147	880	Nov. 8	Protesting dismissal of a worker following dispute re man-trip; terminated November 16; return of workers pending negotiations; indefinite.
MANUFACTURING—					
Textiles, Clothing, etc.—					
Hosiery factory workers, Montreal, Que.	1	60	1,380	Nov. 4	For implementation of award of arbitration board for same piece-work rates for knitters in union agreement under negotiations, instead of proposed reduction; unterminated.
Men's clothing factory workers, Montreal, Que.	1	103	515	Nov. 9	For implementation of award of arbitration board for increased wages in new agreement under negotiations; terminated November 15; negotiations; in favour of workers.
Textile factory workers, Hamilton, Ont.	1	(3) 9	35	Nov. 18	Protesting interpretation of clause in agreement re card tenders' incentive rate; terminated November 24; return of workers pending further negotiations; indefinite.
Textile factory workers, Cornwall, Ont.	2	1,545	7,000	Nov. 18	Protesting two-weeks' suspension of five workers; terminated November 26; return of workers; in favour of employers.
Metal Products—					
Radio parts factory workers, Toronto, Ont.	1	100	2,150	Nov. 1	For implementation of award of conciliation board for increased wages in new agreement under negotiations; unterminated.
Miscellaneous—					
Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	14,900	Nov. 16	For new agreements providing for increased wages, following reference to arbitration boards; unterminated.
CONSTRUCTION—					
Buildings and Structures—					
Electricians, Ottawa, Ont.	.....	300	2,550	Nov. 18	For new agreements providing for increased wages, following reference to conciliation board; terminated November 30; negotiations; compromise.
Miscellaneous—					
Tunnel miners Lillooet, B.C.	1	17	50	Nov. 1	Protesting dismissal of a worker; terminated November 9; negotiations; in favour of workers, man reinstated.
TRANSPORTATION AND PUBLIC UTILITIES—					
Water Transport—					
Stevedores, Hamilton, Ont.	3	55	110	Nov. 2	Inter-union dispute as to bargaining agency; terminated November 3; return of workers pending decision of Ontario Labour Relations Board; indefinite.
TRADE—					
Dairy workers and route salesmen, Windsor, Ont.	1	70	100	Nov. 23	For recognition of new local of same union; terminated November 24; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual report.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 205 indirectly affected; (4) 300 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1954 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Struck by	8	22	.....	25	8	23	.....	7	.....	.....	1	.....	94
(a) Tools, machinery, cranes, etc.	.....	5	.....	1	3	2	.....	.....	.....	.....	.....	.....	11
(b) Moving vehicles	2	1	.....	3	.....	5	.....	5	.....	.....	1	.....	17
(c) Other objects	6	16	.....	21	5	16	.....	2	.....	.....	.....	.....	66
Caught In, On or Between Machinery, Vehicles, etc.	3	1	.....	3	11	3	.....	3	1	.....	1	.....	26
Collisions, Derailments, Wrecks, etc.	13	8	4	6	1	13	.....	22	9	.....	5	.....	81
Falls and Slips	8	3	3	8	7	28	1	12	.....	.....	4	.....	74
(a) Falls on same level	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
(b) Falls to different levels	8	2	3	8	7	28	1	12	.....	.....	4	.....	73
Conflagrations, Temperature Extremes and Explosions	.....	2	1	.....	5	2	.....	.....	.....	.....	.....	.....	10
Inhalation, Absorptions, Asphyxiation, etc.	.....	.....	.....	6	8	3	.....	.....	.....	.....	1	.....	18
Electric Current	4	1	.....	3	3	12	6	2	.....	.....	1	.....	32
Over-exertion and Industrial Diseases	3	1	1	1	3	1	.....	.....	.....	.....	4	.....	14
Miscellaneous Accidents	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
Total, Third Quarter 1954	39	38	9	53	46	85	7	46	10	.....	19	.....	352
Total, Third Quarter 1953	44	40	11	50	51	78	10	53	19	.....	27	.....	383

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1954

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	1	3	3	5	14	1	6	6	.....	.....	39
Logging	1	.....	.....	3	7	6	.....	.....	1	20	.....	38
Fishing and Trapping	2	.....	.....	.....	.....	.....	.....	.....	2	5	.....	9
Mining and Quarrying	2	.....	10	1	15	7	2	.....	5	10	1	53
Manufacturing	1	.....	.....	.....	12	15	2	1	1	14	.....	46
Construction	4	.....	5	1	21	27	7	3	6	11	.....	85
Electricity, Gas, Water Production and Supply	1	1	.....	.....	2	2	.....	.....	1	.....	.....	7
Transportation, Storage and Communications	1	1	.....	1	8	15	5	2	3	10	.....	46
Trade	.....	.....	.....	.....	4	1	2	3	.....	.....	.....	10
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	2	.....	.....	.....	2	3	3	.....	5	3	1	19
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	14	3	18	9	76	90	22	15	30	73	2	352

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Queen's Printer, Supervisor of Government Publications

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The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

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Canada and the World Movement towards Social Justice, September 1950.

Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

Numbers of Workers Affected by Collective Agreements in Canada, 1950, by Industry, December 1951.

Cost of Living Escalator Clauses in Collective Agreements, December 1951.

Wages, Hours and Working Conditions in the Primary Textile Industry, May 1952.

The Normal Work Week in the Canadian Manufacturing Industries at October 1951, June 1952.

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Co-Operation....Works Here....
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NOTE: The above list does not include statutes and regulations administered by the Department of Labour which are issued in pamphlet form, press releases or similar information of a current nature.

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Official Journal of the Department of Labour, Canada

EDMOND CLOUTIER, C.M.G., O.A., D.S.P., Queen's Printer and Controller of Stationery, Ottawa, 1955.

CURRENT manpower and labour relations REVIEW

FEBRUARY 15, 1955

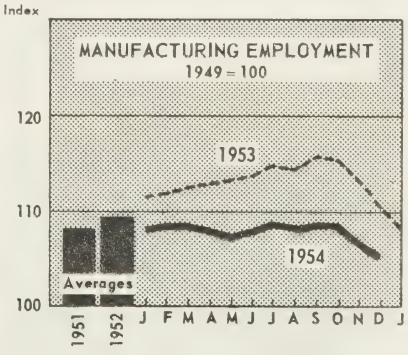
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

A SHARP seasonal contraction in the activites of many industries and a corresponding increase in unemployment featured the labour market situation during January. Agricultural employment continued to decline from the unusually high peak of last summer to a level slightly lower than that of January 1954. The large number of workers released from the retail trade and the construction and transportation industries was only partially offset by seasonal hirings in some of the consumer goods manufacturing industries. During the six-week period ended January 22, the decrease in employment in the non-agricultural sector was estimated at 136,000 compared with 117,000 in the same period last year.

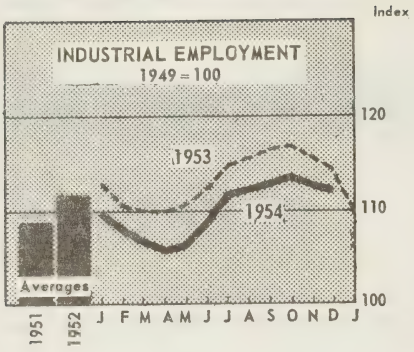
With this decline, the number of persons with non-farm jobs in the week ended January 22 totalled 4,231,000, virtually the same figure as a year earlier; persons with jobs in agriculture numbered 752,000, about 7,000 fewer than a year earlier. Between January 1954 and January 1955, however, the labour force expanded by slightly more than 70,000 persons, so that the number of persons without jobs and seeking work, at 362,000, was larger by about 80,000.

The seasonal drop in labour demand during January was common to all regions except British Columbia. Usually, the spring upturn on the west coast does not begin until February. This year, however, a combination of favourable weather and strong markets for lumber brought about an early resumption of forestry operations, which halted the rise in unemployment.



Notwithstanding the large decline during January, the basic employment trend in non-agricultural

A Monthly *Labour Gazette* Feature

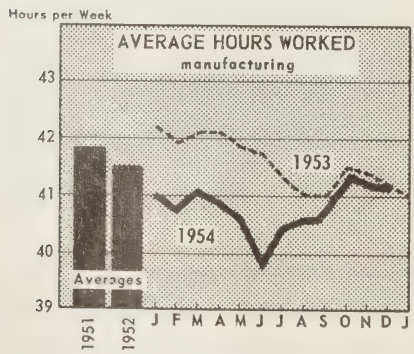


industries has been stronger than last winter. During both November and December the labour force surveys showed an actual increase in non-farm employment, in contrast to the steady decline that occurred in the last part of 1953. Consequently, the seasonal drop in employment from November 1954 to January 1955 was almost 40,000 less than a year before.

The strengthening trend of labour requirements in the latter part of 1954 was distributed fairly evenly among the various non-farm industries. Manufacturing, construction and transportation still had lower employment totals than a year earlier but the gap in each group was considerably less in December than in the preceding few months. At the same time, the year-to-year employment gains in the forestry, mining, public utility operation and finance groups were maintained or increased. Only in trade and service was there any apparent weakening in the employment trend.

Total manufacturing employment at the end of 1954 was still almost five per cent lower than a year earlier; the difference was considerably greater in some component industries. Here, too, there appeared to be some strengthening, although the demand for workers varied widely. In the manufacture of pulp and paper, chemical, petroleum and wood products, employment continued to increase. It was lower than last year, but rising, in the textiles and clothing, machinery manufacture and basic steel industries. Employment was also rising in the transportation equipment group but only because of the recent gains in the automotive industry; the aircraft, railway rolling stock and shipbuilding industries all showed considerable declines.

The trend towards longer hours in manufacturing continued. Through most of 1954, the length of the work week was considerably less than in 1953. This gap narrowed rapidly towards the end of the year and at the beginning of December the average work week of 41.2 hours in manufacturing was the same as year earlier.



Agricultural employment continued to show the wide fluctuations that have been a characteristic of this industry for the past year. Until 1954, decreases in the farm working force had become an established trend. The first sign of a change occurred last July, when the agricultural labour force recorded a year-to-year gain of 10,000. This margin increased to almost 100,000 in October but fell again towards the end of the year. A sharp decrease in January

brought the number of persons with jobs in agriculture to 752,000, once again slightly under the year-earlier figure.

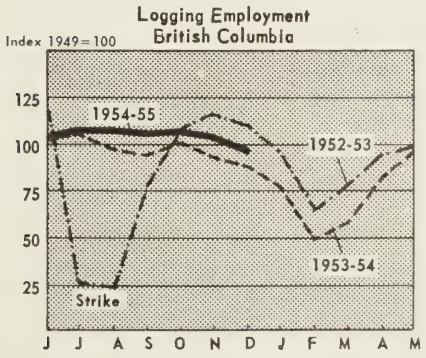
The causes of the temporary increase in agricultural employment have not been established. Some tentative explanations, however, have been put forward, the main one being that fewer people left farms during the past 12 months than in previous years. The chief factor hindering the movement of persons from farms has been the relative lack of employment opportunities in non-agricultural industries. It is also interesting to note that most of the recent drop occurred in Quebec and in the Prairie Provinces; in Ontario the number of agricultural job-holders was still some 25,000 higher in January than a year earlier.

The Logging Industry

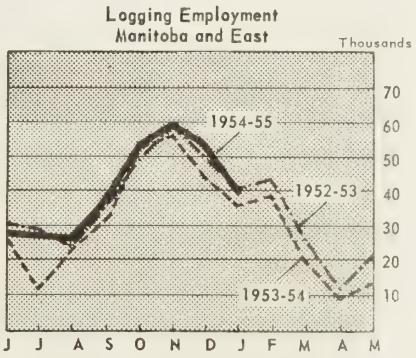
In the post-war period, the pattern of employment has been more erratic in the logging industry than in any other major industry in Canada. Decreases amounting to 35 per cent of employment have occurred from one year to the next and, within a three-year period, increases of similar proportions have reversed the downward trend. These marked fluctuations have been in addition to the seasonal changes characteristic of the industry and have occurred largely in eastern Canada, where the greater part of the industry is located.

The seasonal fluctuations in the industry, however, are also extreme and again are greater in eastern Canada than in British Columbia. In Quebec, for example, average employment in the period 1947-1951 was 94 per cent higher at the peak of the logging season than at the lowest point of the slack months. In British Columbia, the average seasonal employment variation for the same period was 42 per cent. The busy season in eastern Canada extends from early September to late February or early March, with a slight pickup later in the spring. In British Columbia, on the other hand, the winter months are slack and the spring and fall months active.

The seasonal employment pattern in British Columbia attracts a different type of worker from that employed in the industry in eastern Canada. Since logging operations are carried on almost all year in British Columbia, the workers are employed nearly full-time and depend largely on the industry for their livelihood. In eastern Canada, however,



Source: *D.B.S. Employment and Payrolls Forestry (chiefly logging)*



Source: *Canadian Pulp and Paper Association (Woodlands Division)*

Logging Employment

	Manitoba and East[1]		British Columbia[2]	
	1953	1954	1953	1954
August	24.2	26.9	96.7	106.4
November	55.4	59.9	93.6	103.4
December	39.3	48.9	88.0	96.9

[1] Monthly averages of actual number of men on payroll expressed in thousands.
[2] Index of employment (1949=100) at first of month.

logging has a shorter active season and so provides only a supplementary source of work and income for workers from other industries. The working force in eastern Canada, therefore, is made up of farm, construction, transportation and similar types of workers who are not active in their particular industries during the winter months.

The processes of the industry, i.e. cutting of logs, hauling from the woods, the river drive and the transport of logs by trucks, have not changed basically since before the war. The mechanization of cutting and hauling, however, through the greater use of power saws and tractors, has speeded up operations appreciably and has resulted in a corresponding reduction in manpower needs. Particular evidence of this is found in the increasing acceptance of the "skid-loader", a machine that does the heavy work of loading logs. It is estimated that this machine, which is able to operate over rough ground and to handle the logs at the cutting site, can do the work of eight or ten men.

By mid-January, 90 per cent of the cutting in eastern Canada for the current logging season had been completed and hauling operations were underway in most areas. Total woods operations in the eastern Canadian pulpwood industry this year have been greater than last year, mainly because of the small log inventories held by pulpwood companies at the beginning of the season.

In British Columbia, employment in the logging industry was higher throughout most of 1954 than in the preceding year because of increased lumber markets and because of the relatively few fire hazards in the summer of 1954.

Correction

On page three of the January issue of the *Labour Gazette*, the column headings of the table entitled "Length of Time Seeking Work" should read:

July-December Average	
1954	1953
per cent	per cent

That is, the figures shown are six-month averages in both columns.

Labour-Management Relations

COLLECTIVE bargaining settlements of particular significance were reached recently in the automotive, radio and television broadcasting, and shipbuilding industries. Most of the recent settlements continued to provide small wage increases; many are to be in effect for periods up to two years.

At mid-February, collective bargaining had reached different stages in several industries, including public utilities, textiles, chemicals, leather products and public service.

Current Settlements and Negotiations

Automobiles – The strike by plant employees of the Ford Motor Company of Canada ended late in January. Some 9,000 workers had been on strike since last October at Windsor and Oakville and since mid-November at Etobicoke. A settlement was announced following several weeks of negotiations in Toronto between the company and the union, the United Automobile Workers (CIO-CCL)

The new agreement covers Ford employees at all three plants and runs until June 1, 1956. Previously, separate agreements had been in force in each locality.

Reported changes in the collective agreement include the following items:

1. A general wage-rate increase of four cents per hour, effective June 15, 1955.
2. Incorporation of the present cost-of-living bonus of eight cents per hour into the basic rates and the discontinuance of the cost-of-living allowance provision.
3. One additional paid holiday (Victoria Day), bringing the total number to seven.
4. Three weeks' vacation after 15 years of service.
5. Improved hospital and medical benefits for employees and their dependents, to be paid entirely by the company.
6. Life insurance benefits extended to pensioners.
7. Employees to be free to follow their jobs if the company moves part of its operations outside Windsor or to exercise their seniority in the bargaining unit from which the change is made.
8. Modified union shop provision. New employees will be required to become union members as a condition of employment. In addition members of the union at the date of the agreement will be required to maintain their membership.
9. The company may reduce the work week from 40 to 32 hours for six weeks during one calendar year.
10. Some modifications to seniority rules.
11. A permanent panel of persons acceptable as umpires in the grievance procedure to be selected by the parties; the umpires to be chosen thereafter in turn from this panel.

Contract negotiations between the union and the Chrysler Corporation of Canada, Windsor, were still in progress at the time of writing. Union demands were similar to those made at Ford earlier. Following several months of negotiations, the membership voted at mid-February in favor of strike action at the call of the negotiating committee.

The union has also been negotiating with the Ford Motor Company for several months on behalf of office workers at Windsor. Union demands include a salary increase, reduced hours of work and other benefits.

Broadcasting – Terms of a settlement were reached at mid-February in the dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (CIO-CCL). The union represents more than 700 radio and television technical employees of the Corporation. Under the proposed agreement, which would run until July 31, 1956, a general increase of five per cent in salaries, retroactive to last August 1, was provided, together with other benefits.

The union is currently conducting separate contract negotiations with the managements of radio stations in Quebec City, Ottawa and Peterborough.

Shipbuilding – A new agreement, to be effective from January 1, 1955, to August 31, 1956, was reached recently between the Halifax Shipyards Limited, Halifax, and the Industrial Union of Marine and Shipbuilding Workers of Canada (CCL). A general wage increase of five cents per hour, two more statutory holidays with pay and other benefits are provided for some 1,700 employees.

No settlement had been reported in the negotiations between shipbuilding firms in Quebec and the National Metal Trades Federation (CCCL).

On the West Coast, a strike by nearly 100 electricians, members of the Electrical Trades Union (CCL), affected some 900 marine workers at the Burrard Drydock Company, North Vancouver. The strike was called at mid-January when the electricians' union rejected the recommendations of a board of conciliation previously accepted by other unions bargaining for the rest of the employees. The board of conciliation has recommended a two-year agreement beginning last October with a 2.5-cent wage increase, to become effective at the start of each year and other benefits.

Public Utilities – A two-year agreement was reached between the Hydro-Electric Power Commission of Ontario and an independent employee association representing 10,000 office, operational and maintenance workers. The new agreement provides a 4-per-cent increase in salaries, retroactive to April 1, 1954, a further 2-per-cent increase, effective next April 1, and improvements in fringe benefits. The Ontario Hydro also entered into a collective agreement with the Allied Construction Council (AFL-TLC) grouping 17 construction unions. The agreement sets the wage rates, working conditions and other benefits for work on the St. Lawrence power development project.

In Saskatchewan, contract negotiations were reported to be in progress between the Saskatchewan Power Corporation and the Oil Workers

International Union (CIO-CCL), representing approximately 1,200 employees of the crown corporation. A union demand for a general wage increase, which appears to be the main issue in the dispute, was turned down by a board of conciliation.

Textiles – Following a strike which lasted several weeks, an agreement was reached between two syndicates of the National Federation of Chemical Workers (CCCL) and the Dominion Oilcloth and Linoleum Co. Limited, Montreal, and a subsidiary, Barry and Staines Linoleum (Canada) Limited, Farnham, Que. The new agreement provides wage increases totalling eight and nine cents per hour and a settlement of the disputed question of job classifications.

An agreement was reached between the Artex Woollens Limited, Hespeler, Ont., and the Textile Workers Union of America (CIO-CCL). A third week of vacation after 15 years, wage adjustments to certain classifications, improved seniority provisions and other benefits were included in the one-year contract.

Chemical Products – Several collective agreements were bargained recently in the chemical industry, mostly in Manitoba, Ontario, Quebec and Newfoundland. Fringe benefits were improved and wage increases ranging from three to five cents per hour were generally included in the new agreements. Some of the contracts in Quebec also provided for a reduction in the work week. Most of the agreements are to be effective for one year. The unions representing the workers in these negotiations were the International Chemical Workers' Union (AFL-TLC), the United Cement, Lime and Gypsum Workers' International Union (AFL-TLC) and District 50, United Mine Workers of America (CCL).

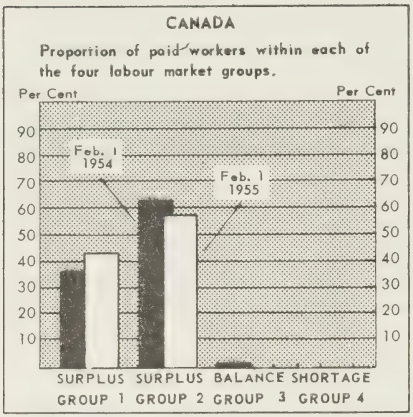
Civic Employees – Negotiations were reported to be in progress between civic employees' unions and civic authorities in Vancouver, Saskatoon, Toronto and Sarnia. Unions representing inside and outside workers, firefighters and policemen requested wage increases ranging up to 15 per cent. In Vancouver, the city council proposed that workers accept a 5-per-cent reduction in wages and conciliation was requested by the unions. In Toronto, office employees requested an 8-per-cent increase, outside workers, a 15-per-cent increase, and firemen a 7-per-cent increase. An arbitration award has already recommended a salary increase of $2 per week for about 1,200 policemen. Demands at Saskatoon include wage increases ranging from $20 to $40 per month and improvements in other benefits. In Sarnia, policemen were negotiating for salary increases and reduced hours of work.

Work Stoppages

Preliminary figures on strikes and lockouts for January 1955 show little change compared to the previous month. Time loss in man-days during the month, however, was considerably higher than during the corresponding period of 1954. Totals for each period are as follows:

Period	Number of Work Stoppages	Number of Workers Involved	Time Loss in Man-days
January 1955	16	11,106	218,145
December 1954	16	12,169	240,841
January 1954	24	10,619	156,969

Manpower Situation in Local Areas



A RAPID increase in unemployment occurred in most local areas during January as business activity declined to low winter levels but in British Columbia, unemployment began decreasing in mid-January, about two weeks earlier than last year. The decrease in the region was small, however, and in the other four regions, workers were still being released from agriculture, construction, transportation and some manufacturing industries.

As a result of the seasonal downturn, a total of 31 additional areas were reclassified into the substantial labour surplus category and seven areas moved from a balanced labour demand and supply position to one of moderate surplus. As a result, 64 of the 109 areas surveyed were in the substantial labour surplus category at the beginning of February, while only one remained in balance, compared with 54 and four respectively last year.

Ontario still showed the sharpest drop in employment. Unemployment was particularly high in such centers as Toronto, Hamilton and Windsor. Substantial labour surplus areas were also more numerous than last year on the Prairies and, in contrast to the trend of past months, in the Atlantic region. Unemployment was greater than last year in Montreal but less in most other industrialized parts of Quebec. In the Pacific region, a combination of favourable weather and strong demand for lumber resulted in an early upswing in forestry operations and unemployment dropped below last year's level.

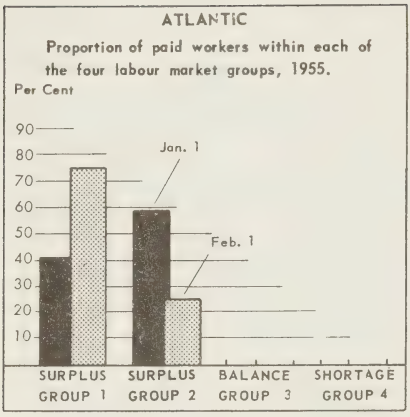
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954
Metropolitan	6	5	5	6	–	–	–	–
Major Industrial	15	12	12	15	–	–	–	–
Major Agricultural	7	4	7	10	–	–	–	–
Minor	36	33	20	20	1	4	–	–
Total	64	54	44	51	1	4	–	–

*See inside back cover, *Labour Gazette.*

CLASSIFICATION OF LABOUR MARKET AREAS, February 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	HAMILTON ← Quebec – Levis St. John's Vancouver – New Westminster Windsor WINNIPEG ←	Calgary Edmonton Montreal OTTAWA – HULL ← Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	BRANTFORD ← CORNER BROOK ← Cornwall Fort William – Port Arthur Farnham – Granby JOLIETTE ← LAC ST. JEAN ← Moncton New Glasgow NIAGARA PENINSULA ← PETERBOROUGH ← Sarnia Shawinigan Falls SYDNEY ← Trois Rivières	Guelph Halifax KINGSTON ← Kitchener London Oshawa Rouyn – Val d'Or Saint John Sherbrooke Sudbury Timmins – Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	CHARLOTTETOWN ← CHATHAM ← LETHBRIDGE ← PRINCE ALBERT ← Rivière du Loup THETFORD – MEGANTIC – ST. GEORGES ← YORKTON ←	BARRIE ← Brandon Moose Jaw North Battleford RED DEER ← Regina Saskatoon		
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst BEAUHARNOIS ← Bracebridge BRIDGEWATER ← Campbellton Central Vancouver Island Chilliwack DAUPHIN ← Drummondville EDMUNSTON ← FREDERICTON ← Gaspé GRAND FALLS ← KAMLOOPS ← KENTVILLE ← MEDICINE HAT ← Montmagny NORTH BAY ← Newcastle Okanagan Valley Owen Sound PORTAGE LA PRAIRIE ← Prince George PRINCE RUPERT ← QUEBEC NORTH SHORE ← Rimouski Sault Ste Marie Sorel Ste. Agathe – St. Jérôme St. Stephen TRAIL – NELSON ← Summerside Valleyfield VICTORIAVILLE ← WOODSTOCK, N.B. ← Yarmouth	Belleville – Trenton BRAMPTON ← Cranbrook DRUMMELLER ← Galt Goderich Lachute – Ste. Thérèse Lindsay LISTOWEL ← Pembroke Simcoe ST. HYACINTHE → St. Jean Stratford St. Thomas Swift Current Truro Walkerton Weyburn Woodstock – Ingersoll	Dawson Creek	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



SEASONAL declines dominated the employment scene in the Atlantic region during January. Workers were still being released in construction and, since alternative employment was scarce, unemployment increased rapidly in all parts of the region. Pulp cutting was virtually completed by the end of the month but hauling operations were delayed because of mild weather. Consequently, many loggers were idle. The usual upswing in waterfront activity, however, provided more jobs than a year earlier because of the heavier grain cargoes being shipped through eastern ports. As a result of these developments, the total estimated number of persons with jobs fell from 484,000 to 441,000 during the six-week period ending January 22, a figure 4,000 lower than the estimate for the same date a year before.

Seasonal increases in unemployment resulted in the reclassification of nine areas from the moderate to the substantial labour surplus category. With these changes, three of the 21 areas in the region were in the moderate and 18 in the substantial labour surplus category at the beginning of February. At February 1, 1954, six areas were in the moderate and 15 in the substantial surplus category.

Local Area Developments

St. Johns (metropolitan). Remained in Group 1. Seasonal factors, which had caused a reduction of outdoor activity during November and December, became more pronounced in January and contributed to a further decrease in employment in fishing, construction and logging. On the whole, employment during January was equal to that of a year earlier but some activities, notably iron ore mining, showed year-to-year declines. Logging and the trade and service industries, on the other hand, maintained slightly larger staffs than a year ago.

Corner Brook (major industrial). Reclassified from Group 2 to Group 1. A considerable increase in seasonal unemployment occurred in the area since pulp-cutting quotas were reached at many of the camps early in the month. Logging employment generally was at an unusually low level for the season because hauling operations were delayed by insufficient frost and snow. In view of the volume of pulp cut this winter, however, labour requirements for hauling were expected to be somewhat greater this year than last.

Sydney (major industrial). Reclassified from Group 2 to Group 1. Markets for coal and iron and steel products showed no improvement during the month. As a result, these industries, which are the mainstay of the local economy, continued to operate below capacity. In mid-January temporary lay-offs occurred at three collieries but all of the workers involved were

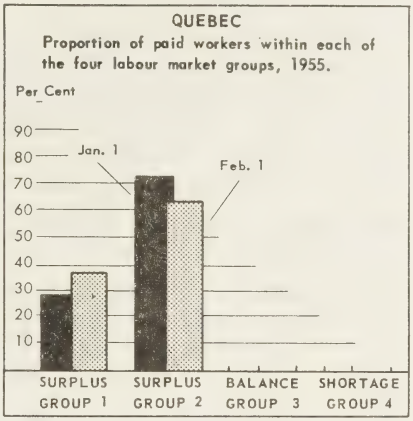
recalled by month's end. In the iron and steel industry approximately 1,000 persons were still working on short-time at the end of January.

Charlottetown (major agricultural) Reclassified from Group 2 to Group 1.

Bridgewater, Edmundston, Fredericton, Grand Falls, Kentville, Woodstock (minor). Reclassified from Group 2 to Group 1.

QUEBEC

EMPLOYMENT in the Quebec region declined slightly more than seasonally during January. Non-farm employment fell as usual but farm employment dropped more sharply than usual and was estimated to be well below that of last year. On the other hand, employment in the woods was maintained at higher levels than a year earlier. The estimated number of persons with jobs declined by 58,000 in the six weeks ended January 22, 1955, compared with a drop of 52,000 in the comparable period a year ago.



The sharpest decline in employment occurred in the construction industry. Employment decreased further in the agricultural and transport industries, as well as in logging, where cutting operations were almost completed. The usual seasonal layoffs from stores, food processing and various light manufacturing industries resulted in increased unemployment among women.

Labour surpluses increased in almost all labour markets in Quebec during January and brought six areas from the moderate to the substantial surplus category by the end of the month. At the beginning of February, 18 of the 24 areas in the region were in the substantial and six in the moderate labour surplus category. A year earlier, 19 were in the substantial and five in the moderate surplus category.

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Winter weather resulted in extensive layoffs of construction, transport and other seasonal workers. Little change occurred in manufacturing activities apart from the regular year-end reduction in employment in the food and beverage industries. The number of persons claiming regular and supplementary unemployment insurance benefits in Montreal increased sharply during the month.

Quebec-Levis (metropolitan). Remained in Group 1. Numerous layoffs resulted from the seasonal contraction of the heavy construction program, but employment was again increasing in rubber, shoe and children's clothing manufacturing plants. Employment in the Levis shipyards remained at a low level.

Lac St. Jean (major industrial). Reclassified from Group 2 to Group 1. Employment declined in the logging industry as cutting operations were

completed, although the number at work was greater than at the same time last year. Construction continued to be seasonally slack. Mines in the Chibougamau area were awaiting completion of the hydro-electric power line before increasing operations.

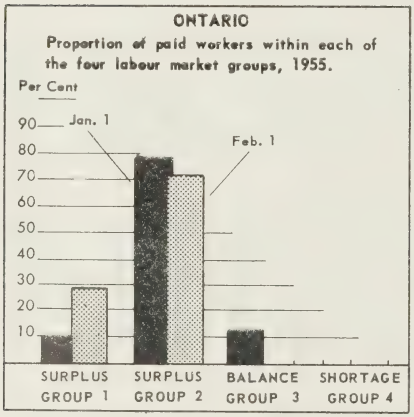
Joliette (major industrial). Reclassified from Group 2 toGroup 1. Hirings were limited largely to snow removal work during January as activity was further reduced in the construction, transportation and manufacturing industries. Employment in the textile industry showed greater strength than a year earlier.

Thetford-Megantic-St. Georges (major industrial). Reclassified from Group 2 to Group 1. More than 2,000 men in the St. Georges area returned from the lumber camps in the State of Maine, where hauling was interrupted because of the heavy snow. Rehiring was underway in the primary and secondary textile industries at St. Georges. Construction was generally slack, aside from building activities at the Normandy mines.

Beauharnois, Quebec North Shore, and **Victoriaville** (minor). Reclassified from Group 2 to Group 1.

St. Hyacinthe (minor). Reclassified from Group 1 to Group 2.

ONTARIO



DURING the six-week period ended January 22, employment in Ontario fell by 34,000, about the usual amount. The seasonal decline was fairly well disbributed between the farm and non-farm sectors. The estimated number of persons with jobs at the end of the month was 1,874,000, almost the same as a year earlier. On the other hand, unemployment continued to be greater than last year, partly as a result of the rapid growth in the labour force.

The usual seasonal declines in construction, agriculture, transportation and trade occurred during the month. Employment remained slow in most manufacturing industries but settlement of the Ford strike resulted in some improvement in motor vehicle and parts-producing centres of southern Ontario during the last week in January and the beginning of February.

At February 1, 1955, 12 of the 34 areas in the region were in the substantial labour surplus category and 22 in the moderate surplus category. A year earlier, six were in the substantial and 26 in the moderate surplus category and two areas were in balance.

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 2 to Group 1. Further seasonal declines in construction, together with some scattered lay-offs in the iron and steel, clothing, textile, and food and beverage industries,

brought the area into substantial surplus by the end of January. The situation was expected to show some improvement as Ford suppliers get back into production.

Ottawa-Hull (metropolitan). Reclassified from Group 3 to Group 2. The usual seasonal decline of construction work brought the area into the moderate surplus group.

Toronto (metropolitan). Remained in Group 2. Seasonal layoffs, together with continuing slackness in manufacturing industries, particularly iron and steel, increased labour surpluses but not sufficiently to necessitate reclassification of the area.

Windsor (metropolitan). Remained in Group 1. The Ford plant was back in production by the end of January and most of the supplier plants were expected to be back in full production early in February.

Brantford (major industrial). Reclassified from Group 2 to Group 1. Seasonal declines in construction and trade increased the surplus. Improvement in the machinery manufacturing industries increased the demand for skilled machinists but this was being met from near-by areas.

Kingston (major industrial). Reclassified from Group 3 to Group 2. Little hiring occurred in this area but manufacturing employment remained steady and construction was more active than a year earlier.

Niagara Peninsula (major industrial). Reclassified from Group 2 to Group 1. Little change occurred in the manufacturing industries during the month; employment in textile, electrical apparatus, and hardware and tool firms continued to be considerably lower than last year.

Peterborough (major industrial). Reclassified from Group 2 to Group 1. Apart from seasonal declines in outdoor activities, little change occurred in this area during the month. Electrical apparatus manufacturing continued slow but employment was firm in most other manufacturing industries.

Barrie (major agricultural). Reclassified from Group 3 to Group 2.

Chatham (major agricultural). Reclassified from Group 2 to Group 1.

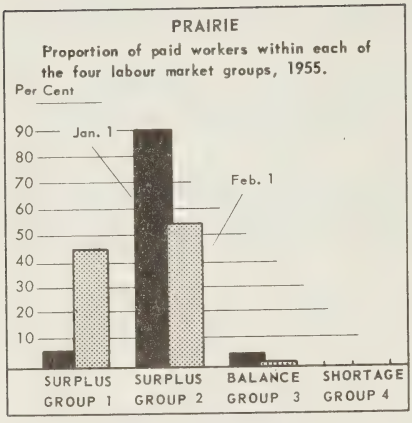
Brampton and Listowel (minor). Reclassified from Group 3 to Group 2.

North Bay (minor). Reclassified from Group 2 to Group 1.

PRAIRIE

EMPLOYMENT in the Prairie region declined more than seasonally in both the farm and non-farm sectors, as seasonal activity approached its winter low point. The post-Christmas lull in retail trade, further slackening in construction and completion of pulp cutting in north-western Ontario resulted in the usual staff reductions during the month. It is estimated that the number of persons with jobs in the region decreased by 34,000 from December 11 to a total of 863,000 at January 22. This compares with a decline of 22,000 in the same period last year.

The general level of employment was slightly higher this winter than last, although there were great variations from industry to industry. Business activity was stimulated by continued growth in oil production and by the industrial expansion involved in the development of oil and



gas. At the same time, however, economic activity declined in a number of industries. The sharp year-to-year reduction in employment in the transportation equipment industry, caused by the combined effects of reduced grain freight shipments and dieselization of the railways, was particularly significant. In addition, trade establishments were less active this season than last, especially in rural areas, owing to a sharp decline in income from wheat.

Nine areas were reclassified during the month—two from the balanced to the moderate labour surplus category and seven from the moderate to the substantial labour surplus category. At February 1, 1955, of the 20 areas in the region, one was in balance, eleven were in the moderate and eight were in the substantial labour surplus category, compared with two areas in balance, 13 in the moderate and five in the substantial labour surplus category at February 1, 1954.

Local Area Developments

Edmonton (metropolitan). Remained in Group 2. Total industrial employment was maintained at a higher level than a year earlier but unemployment was also substantially higher, following an unusually heavy influx of farm workers from outlying districts. All non-agricultural industries recorded year-to-year increases in employment, as heavy investment in oil and gas development and large construction outlays stimulated business in the distributive and the related industries.

Calgary (metropolitan). Remained in Group 2. Construction remained unusually active for the season and was the principal reason for the year-to-year decline in unemployment.

Winnipeg (metropolitan). Reclassified from Group 2 to Group 1. A considerable increase in unemployment occurred in this area following layoffs in aircraft manufacturing and seasonal decline in construction and trade.

Red Deer (major agricultural). Reclassified from Group 3 to Group 2.

Lethbridge, Prince Albert and **Yorkton** (major agricultural). Reclassified from Group 2 to Group 1.

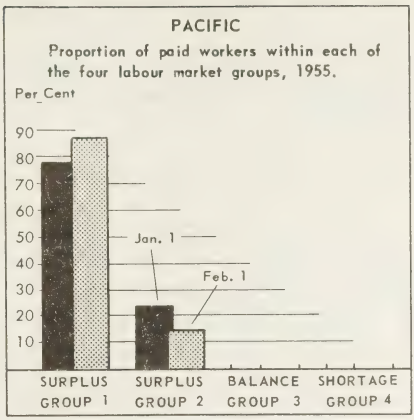
Drumheller (minor). Reclassified from Group 3 to Group 2.

Dauphin, Portage la Prairie and **Medicine Hat** (minor). Reclassified from Group 2 to Group 1.

PACIFIC

EMPLOYMENT in the Pacific region declined seasonally during January but remained significantly higher than a year ago. The low point in industrial activity for the winter was apparently reached in the last week

of the month, about two weeks earlier than in 1954. Most logging camps, aided by favourable weather, re-opened after the holiday and sawmill production, stimulated by strong lumber markets, continued at a high rate in most areas, although heavy snowfalls and log shortages interfered with operations in some parts of the region. Construction was somewhat more active than a year earlier. Some manufacturing industries were slack, largely because of seasonal factors; shingle and plywood mills were busier, and pulp and paper mills continued to operate at capacity. Herring fishing was still under way in coastal waters and wholesale and retail trade compared favourably with the January 1954 level. The estimated number of persons with jobs in the week of January 22 was 403,000; this was 16,000 lower than at December 11 but 15,000 higher than for January 1954.



Three labour market areas were reclassified during the month from the moderate labour surplus to the substantial labour surplus category. At the beginning of February, eight of the ten labour market areas were in the substantial and two in the moderate labour surplus category. At February 1, 1954, nine areas were in the substantial and one was in the moderate labour surplus category.

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Employment opportunities were about the same as in January 1954 but job seekers were more numerous because of an unusually heavy influx of workers from other areas. Logging camps were re-opened by most major operators and markets were good. Sawmills continued to be busy. Construction activity was slightly lower than in December. Some decrease occurred in several sectors of manufacturing, although shingle, plywood, and pulp and paper mills were active. Major expansion projects for the pulp and paper industry are expected to get under way in 1955.

Victoria (major industrial). Remained in Group 2. The employment situation was more favourable than a year ago, notably in logging, construction, textiles and transportation equipment manufacturing. The usual seasonal decrease in activity, however, occurred during the month and affected most industries. There was considerable delay in the resumption of logging after the Christmas holidays but by the end of the month good weather permitted a high level of activity.

Kamloops, Prince Rupert and **Trail-Nelson** (minor). Reclassified from Group 2 to Group 1.

Current Labour Statistics

(Latest available statistics as of February 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Jan. 22	5,345,000	− 1.3	+ 1.4
Persons with jobs	Jan. 22	4,983,000	− 3.6	− 0.2
At work 35 hours or more	Jan. 22	4,470,000	− 3.1	− 0.5
At work less than 35 hours	Jan. 22	379,000	−15.4	+ 5.3
On short time	Jan. 22	55,000	+31.0	+ 1.9
Usually work less than 35 hours	Jan. 22	219,000	+ 0.5	+17.1
Other reasons	Jan. 22	105,000	−44.2	−11.8
With jobs but not at work	Jan. 22	134,000	+27.6	− 4.3
Laid off full week	Jan. 22	23,000	+43.8	0.0
Other reasons	Jan. 22	111,000	+24.7	− 5.1
Paid workers	Jan. 22	3,827,000	− 3.2	+ 0.6
In agriculture	Jan. 22	96,000	− 8.6	+23.1
Non-agricultural	Jan. 22	3,731,000	− 3.1	+ 0.1
Persons without jobs and seeking work	Jan. 22	362,000	+46.6	+28.4
Registered for work, NES (b)				
Atlantic	Jan. 20	70,250	+41.7	− 1.4
Quebec	Jan. 20	175,717	+34.1	+ 3.3
Ontario	Jan. 20	174,790	+28.7	+23.0
Prairie	Jan. 20	83,867	+35.7	+16.2
Pacific	Jan. 20	64,958	+26.6	− 4.3
Total, all regions	Jan. 20	569,582	+32.6	+ 8.8
Ordinary claims for Unemployment Insurance benefit	Jan. 1	431,770	+57.3	+10.4
Amount of benefit payments	Dec.	$19,428,206	+38.6	+15.1
Industrial employment (1949=100)	Dec. 1	112.1	− 0.4	− 1.8
Manufacturing employment (1949=100)	Dec. 1	105.5	− 0.8	− 4.9
Immigration	Dec.	7,454	−14.0	− 8.7(c)
Industrial Relations				
Strikes and lockouts — days lost	Jan.	218,145	—	—
No. of workers involved	Jan.	11,106	—	—
No. of strikes	Jan.	16	—	—
Earnings and Income				
Average weekly wages and salaries	Dec. 1	$59.61	− 0.3	+ 2.5
Average hourly earnings (mfg.)	Dec. 1	$ 1.41	+ 0.5	+ 2.0
Average hours worked per week (mfg.)	Dec. 1	41.2	− 0.3	0.0
Average weekly earnings (mfg.)	Dec. 1	$58.17	+ 0.2	+ 2.0
Consumer price index (av. 1949=100)	Jan. 1	116.4	− 0.2	+ 0.6
Real weekly earnings (mfg. av. 1949=100)	Dec. 1	119.6	+ 0.4	+ 1.4
Total labour income $000,000	Nov.	1,028	− 0.8	+ 3.2
Industrial Production				
Total (average 1935-39=100)	Nov.	254.9	− 0.5	+ 1.7
Manufacturing	Nov.	258.8	+ 0.3	− 1.9
Durables	Nov.	300.2	+ 1.5	− 4.9
Non-Durables	Nov.	232.2	− 0.7	+ 0.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Production in November Higher Than Year Earlier

Industrial production in November was higher than in November 1953, the second successive month in which the corresponding 1953 index was exceeded.

The composite index number of industrial production for November stood at 254·9, up 1·7 per cent from 250·6 a year earlier, the Dominion Bureau of Statistics has reported. For the first 11 months of 1954, the index averaged 245·2, slightly less than 2 per cent below the same period of 1953.

Index components that rose in November were: manufacturing, to 258·8 but still 2 per cent below the 263·8 a year earlier; mineral production, to 227·5, up by more than 17 per cent; electricity and gas output, to 276·6, more than 13 per cent higher; non-durable manufactures, to 232·2, up slightly from the previous November's 230·7 and durable manufactures, to 300·2, still nearly 5 per cent below the 1953 figure.

Declines were recorded in the indexes for clothing production and output of transportation equipment and iron and steel products.

In the 11-month period, manufacturing output dropped 4·5 per cent compared with 1953. The durables component declined more than 8 per cent and the volume of non-durable manufactures fell by about 1 per cent. Mineral production increased nearly 12 per cent and the volume of electricity and gas output rose by 4·5 per cent.

At the beginning of November, the Bureau's index number of industrial employment stood at 112·5, down 0·8 per cent from October's 113·4 and 2·9 per cent from 115·9 in November 1953.

On the same date, the index of payrolls stood at 157·2, up 0·1 per cent from October's 157·1 but down slightly from the previous November's 157·4.

Per capita weekly earnings at November 1 averaged $59.80, compared with $59.25 a month earlier and $58.14 a year earlier.

Hourly and weekly averages of earnings in manufacturing were higher in the week ending November 1, the average of weekly wages standing at $57.84 compared with $57.70 a month earlier and the average of hourly earnings at 140·4 cents compared with 139·7 cents.

October Labour Income Reached New High

Labour income received by Canadian wage and salary earners in October reached a new high monthly total of $1,036,000,000, up $6,000,000 from September's $1,030,000,000 and $24,000,000 or 2·4 per cent larger than the preceding year's corresponding total of $1,012,000,000.

For the January-October period the total rose 1·9 per cent to $9,857,000,000 from $9,677,000,000.

There were increases both in the month and cumulative period in labour income in agriculture, forestry, fishing, trapping and mining; utilities, transportation, communication, storage and trade; finance and services; and supplementary labour income. Declines were posted for manufacturing and construction.

Farm Cash Income Drops 12 Per Cent Last Year

Cash income of Canadian farmers in 1954 was down 12 per cent from 1953's total and 15 per cent under the all-time high reached in 1952.

A preliminary estimate by the Dominion Bureau of Statistics places last year's cash income from the sale of farm products and from participation payments on previous year's Prairie grain groups at $2,408,600,000. The estimate for 1953 was $2,741,300,000; 1952's all-time high was $2,826,600,000.

N.B. First to Complete Disabled Allowances Pact

New Brunswick has become the first province to enter into an agreement with the federal Government for the implementation of the federal-provincial plan for providing allowances for disabled persons in accordance with the provisions of the Disabled Persons Act.

Other provinces are in the process of completing similar agreements with Ottawa.

When the Act is in full operation in all provinces, it is estimated that some 25,000 disabled persons will be receiving allowances.

50597—2

Welfare Council Urges Meeting on Unemployment

The Canadian Welfare Council last month urged all Canadian governments to bring about a federal-provincial conference that will take a fresh look at the whole problem of the needs of unemployed persons not protected by the Unemployment Insurance Act, in order to break the existing deadlock as to governmental responsibility and work out a program of assistance to this group.

In a memorandum forwarded to the federal and provincial governments and entitled "A Program for the Employable Unemployed: A Recommendation for Action to Canadian Governments", the Council stressed the urgency of the problem.

"Essential Needs Not Met"

"Appeals by the Salvation Army in North Bay for 'donations of soup-bones, vegetables, and bread to feed transient men and their families', the re-introduction of used clothing drives in Windsor, the opening of soup-kitchens in Vancouver, and similar reports reaching the Canadian Welfare Council in recent weeks from many parts of the country, are evidence of the fact that there are still a great many unemployed workers in Canada whose essential needs are not being met," the memorandum declared.

The Council pointed out that unemployment insurance, including the current amendments to the Act, is a great help to many. "It is important to realize", stated the memorandum, "that benefits now extend to some 80 per cent of wage earners and hence the local authorities no longer face the major shock of unemployment.

"Unemployment insurance, however, does not and cannot meet the needs of all the unemployed. Many wage earners are in uninsured occupations. Many others remain unemployed for so long that they exhaust the protection that even the revised Act provides; still others, often new Canadians, have not had an opportunity to fulfil the minimum requirements of the Act before finding themselves in need. These are the people for whom for the most part no help from public funds is at present available."

The memorandum emphasized the distressing conditions arising from the plight of a person who is denied help by municipal authorities on the ground that he is "employable".

"Much of the distress and suffering referred to above is unnecessary and could be prevented", stated the Council. "What we require is a continuing public program, supplementary to unemployment insurance and designed to meet the needs of those unemployed workers, whether many or few, who otherwise face hardship and destitution. Why have we not developed such an unemployment assistance plan? The answer, it appears to the Council, revolves around a jurisdictional dispute. The various levels of government for well over a decade now have not agreed as to whose obligation it is to meet the financial needs of the employable unemployed who are not covered by unemployment insurance."

The memorandum ended with this formal recommendation: "The Canadian Welfare Council urges all governments in Canada, federal, provincial and municipal, to take such action as may be required to bring about a conference on the subject of public assistance for the employable unemployed, in order to determine the most appropriate allocation of governmental responsibilities for meeting the needs of those unemployed persons not protected by the provisions of the Unemployment Insurance Act and to ensure that a program for this group is established with the least possible delay".

U.S. Unemployment Drops Contra-Seasonally in Dec.

Contrary to the usual tendency to increase at that time of year, unemployment declined slightly in the United States from early November to early December —2,893,000 to 2,838,000—according to estimates made public January 7 by the Departments of Labor and Commerce. The December total is 525,000 above the same month in 1953.

Late last month the Labor Department predicted a "slight to moderate" pick-up in jobs in 100 major industrial areas during the first three months of 1955. Increases in employment will probably occur in automobile, aircraft, iron and steel, farm machinery, furniture, household appliances, apparel and shoe factories, the Department said.

Total civilian employment declined from November by 1,043,000 to a December total of 60,688,000. The decrease was attributed largely to seasonal factors. Despite the change, the December employment figure equalled that of a corresponding 1953 month for the first time in 1954, government officials said.

On December 25, insured unemployment was 1,684,000, compared with 1,389,600 on November 6. Initial claims for unemployment insurance benefits rose from 266,400 on November 6 to 303,500 on December 25 and 388,800 on January 1.

Employment in non-agricultural work dropped from 55,577,000 in November to 55,363,000 in December but was still 53,000 above the December 1953 level. Factory employment, which usually declines at that time of the year, was unchanged between November and December, mainly because of a 62,000 increase in the transportation equipment industry, particularly automobile plants.

The December factory employment figure of 16,019,000 was 663,000 below that of the previous December.

Factory production workers averaged 40·5 hours a week in December, three-tenths of an hour more than in November and three-tenths of an hour above December 1953. Average weekly earnings stood at an all-time peak of $74.12, an increase of 55 cents above November's previous record.

According to the Bureau of Labor Statistics, the factory layoff rate was 16 per 1,000 in November, unchanged from October and contrasting with the rise usually occurring at that time of the year. Hiring, at 33 per 1,000, declined less than usual.

Rail Unions Weigh Results Of Arbitrator's Award

At a three-day meeting in Montreal last month, representatives of 18 railway unions, assembled to discuss the possible effect on future negotiations of the arbitration award made by Chief Justice Gordon McG. Sloan (L.G., Jan., p. 52), decided to seek:—

1. Payment of a subsidy to the railways to enable them remove the "prevailing disparity in conditions" of their employees. (Mr. Justice Sloan recommended that "some fair share at least of this burden should be shouldered by the people of Canada from the national treasury".)

2. Changes in the procedure followed in the selection of conciliation and arbitration boards.

3. "Streamlining but not amendment" of the Industrial Relations and Disputes Investigation Act.

110 Delegates

About 110 delegates representing 14 non-operating and four operating unions attended the meeting, which was presided over by Frank Hall, Vice-president in Canada of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). Mr. Hall was named chairman of a standing committee appointed at the meeting to study legislative proposals to the federal Government.

Later in the month, Claude Jodoin, President of the Trades and Labour Congress of Canada, said that if the demands of the railway workers cannot be met by the railways, "then consideration should be given to a government grant". He was speaking at a testimonial dinner given in his honour by the Montreal Trades and Labour Council.

U.K. Railway Union Wins Almost All Wage Demand

Virtually all demands made by Britain's National Union of Railwaymen before it called a nation-wide strike have been granted. The strike was cancelled three days before its scheduled beginning, January 9, when the British Transport Commission made the Union "certain" promises (L.G., Jan., p. 42).

When the strike was called off, 60,000 of the Union's members were given increases of from 70 cents to $1.12 a week. In mid-January the Union was awarded pay increases ranging from 98 cents to $1.82 a week for 260,000 additional employees of the nationalized railroads.

The Union originally demanded a 15-per-cent increase.

Two Canadians Named To IAPES Committee

Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, and Dr. E. C. Desormeaux, Secretary, Unemployment Insurance Commission, have been named Canadian representatives on a joint study committee fostered by the International Association of Personnel in Employment Security (IAPES) for furthering personnel development and job competency in employment security.

Others on the study committee are two representatives of the United States Bureau of Employment Security, two from the U.S. Civil Service Assembly and six from state employment security agencies. Three members of the IAPES executive, including President R. P. Hartley, Atlantic Regional Superintendent, UIC, will also serve on the committee.

The committee has been asked to blueprint a plan of action, methods and procedures for promoting increased job performance and public service by those in employment security work.

The joint study and advisory group has been called the International Joint Council on Personnel Development in Employment Security.

50597—2½

Article Examines Ways To Stabilize Employment

Several methods to encourage employment stability are discussed at length by John L. McCaffery, President of the International Harvester Company, in the January issue of *Dun's Review and Modern Industry,* a Dun & Bradstreet publication. In his article, the author refers frequently to the experience of the farm implement industry and assesses the relative merits and disadvantages of the schemes suggested to create a more stable labour force.

Suggested Steps

Among the steps cited by Mr. McCaffery to curtail employment fluctuations are the following:—

Diversification of products, which does help in stabilizing income and sales and in creating employment. By planning the production of goods on a year-round schedule of reasonably even employment, the same floor space, the same employees and many of the same tools may be used at different times of the year. One disadvantage to this approach, cited in the article, is that products must be manufactured considerably in advance of the season of sale and if climatic conditions change considerably, a major factor in the farm implement industry, products may exceed eventual sales requirements.

Careful forward planning, extensive market analyses and inventory controls, mentioned in the article as possible steps towards eliminating peaks and depressions in employment. These include economic forecasts of future selling years and reviews of all factors which affect the future market. The article points out again, that in industries where climatic conditions play a part in sales, future programs may be rendered useless by weather changes.

Expansion into new markets, particularly in overseas areas. This, the article states, has helped give employment at home but if an industry wishes to retain its foreign markets it will have to do an increasing share of its manufacturing in the foreign areas concerned.

The deferring of maintenance and construction work until such times as business conditions are slow, one of the methods often advanced for maintaining a stable labour force. This suggestion is termed of relatively little value because maintenance and construction jobs seldom employ the same workers as production jobs. In addition, the article warns, maintenance can be deferred only so long without threatening a possible breakdown in operations.

Subcontracting work in times of expansion and high production instead of increasing one's own facilities and thereby avoiding radical changes in employment. This method, the article says, is subject to criticism because the industry cannot be ruthless in dismissing its suppliers when the market turns down and then expect to have good suppliers when the upturn takes place. In addition, many industries can supply several of their items more efficiently and at a lower cost than any supplier, and "it doesn't seem to solve the public problem to preserve a steady work force on the payroll of Company A but have wildly fluctuating employment in the plants of its suppliers," Mr. McCaffery wrote.

In conclusion, the article cites three factors which have the "greatest effect" in preventing employment stability. They are: strikes, which have a chain reaction and affect interrelated industries; technological development and progress, which creates a certain instability and "is the price of progress"; and the free market, where the consumer can spend his money on goods of his choice or elect to keep his money to himself.

No Work Force Reduction Seen in Automatic Factory

"It has been estimated that in a typical factory that turns over from semi-automatic to fully automatic production, as many additional maintenance workers will be required to look after the machinery and control devices as are replaced by the change of progress," reports *Scope,* British "magazine for industry," in an editorial entitled "Automation" in its December number.

The editorial points out that new jobs created by fully automatic production will be different ones; that higher technical education will be required (see L.G., Jan., p. 23) and while many replaced workers could be retrained for the change-over many would be unsuitable.

Questions Raised

Scope raised the questions: Where is industry going to find enough of the new type of worker for the automatic factory? What is to happen to these unsuitables?

"The labour-saving possibilities of some of the latest equipment are so devastating" that some firms are reluctant to use it, the editorial says.

On the positive side, the editorial notes, "there are glittering opportunities of producing far more goods of far better design

at much lower cost—thus raising the output of wealth to new heights. For a country like this (England), which comes up against acute labour shortage whenever the demand for its goods rises above a sluggish minimum, greater output per man-hour is vital, and nothing offers such brilliant prospects of expansion as the general introduction of automatic methods".

The editorial said the implications of the new techniques would be upsetting to traditional standards of management, administration, product design and manufacturing methods, and to prevailing ideas on employment and wages.

Automation Will Produce "New and Better Jobs"

Automation in industry is expected to produce new and better jobs rather than unemployment, it was said by speakers at the annual meeting of the Society of Automotive Engineers in Detroit last month. Automation holds the promise of greater output, bigger profits, and better products, they said.

One speaker said automation would make jobs more specialized but less monotonous.

U.S. Oil Company Claims First Automatic Refinery

What is claimed to be the first complete oil refinery unit to be operated by electronics has been installed by the Rock Island Refining Corp. at its Indianapolis refinery.

According to the *International Oil Worker,* published by the Oil Workers International Union (CIO), a new platforming unit with a daily capacity of 2,400 barrels has electronic controls that automatically adjust the unit for variations in temperature, pressure or flow. After the operator has set the mechanism for a given type of operation the electronic devices take over.

Transmitters measure temperature, pressure and flow and convert the readings into electrical signals that go to a controlling device that sends out signals to the control valves. The controller compares the signals to the set point fixed earlier by the operator. If the signals do not match exactly the pre-set signal, the controller adjusts its signals to the control valves, opening or closing the valves as necessary to bring the unit back into proper performance. These adjustments are made almost simultaneously, faster than a human controller can flick a control switch.

Assistant Appointed In Women's Bureau

The appointment of Miss Mair Davies to the staff of the Women's Bureau of the Department of Labour as assistant to the Director, Miss Marion V. Royce, was announced last month.

Miss Davies was born in Portmadoc, North Wales, and came to Canada with her family at the age of seven.

In 1942 Miss Davies entered the CWAC as a private. She served in Washington and Victoria, B.C., and had been promoted to the rank of captain by the time she was discharged in 1946. She graduated in 1949 from McGill University with the degree of Bachelor of Commerce.

Miss Davies was employed in the Civil Service before her enlistment. Since that time she has worked in the Dominion Bureau of Statistics as an economist in the National Income Unit of the Research and Development Division and, since 1952, in the Research Division of the Department of National Health and Welfare, where she was concerned with studies of hospital and medical care.

U.S. Secretary of Labor Names Woman Assistant

United States Secretary of Labor James P. Mitchell has announced the appointment of Mrs. Alice K. Leopold as his Assistant in Charge of Women's Affairs. He indicated that she will review the U.S. Labor Department's plans to insure that specific provisions are made to develop materials and programs to contribute to a Department-wide program for the improvement of the status of women workers.

Mrs. Leopold will continue to serve as Director of the Department's Women's Bureau.

Occupational Monograph On Hospital Jobs Issued

A new occupational guidance publication entitled *Hospital Workers (Other than Professional)* is now available. Prepared by the Department's Economics and Research Branch, it is another in the "Canadian Occupations" series.

Information concerning the educational requirements, duties, training and employment outlook for semi-professional and non-professional occupations found in a hospital is contained in the monograph. A companion pamphlet, designed for students, summarizes the monograph.

Senator Wants Change In Retirement Age

"It is time we realized that the chronological yardstick for measuring the earning ability, capacity and powers of men and women should be changed," said Senator Nancy Hodges in a Senate address January 12.

Senator Hodges noted that while science predicts longer life spans the feeling in Canada seems to be: "Too old at 45" and "Get out at 65". She said people seeking jobs at 40 were told they were too old. People were being automatically pensioned at 65, some of them left in tragic circumstances.

The city of Victoria, Senator Hodges pointed out, had the highest ratio of over-65 citizens in Canada, one in every six. About 14 per cent of unemployed listed in Victoria, she said, were 65 or over.

"Some Good Until 80"

"Some people are too old at 35, while others can go on doing a good job until 80," Senator Hodges said. "What would this world have done had Sir Winston Churchill been told to get out at the age of 65?" She had known of cases, the Senator said, of men being compelled to leave their jobs at 65, "probably at the height of their experience and skill, and suddenly feeling so frustrated that they have not lived long afterwards".

She told the Senate: "We shall have to change our thinking and I think the Government should start to give the lead in that direction". Concluding, the Senator said: "I think all the civilized countries of the world will have to look into this problem of the older people. Unless we want to become nations of preponderantly old folks, so-called, at 40 years and over, we shall have to change our present-day estimate of old age."

Advocates Retirement At 70 in United States

"It comes as a shock to us to realize that the United States is no longer a young nation," said Leonard W. Mayo, Chairman of the Commission on Chronic Illness, in an interview last month with the *New York Times*. Despite that fact, many productive persons are retired to idleness only because they become 65 years old, he added.

The retirement age in the United States should be raised, Mr. Mayo thought, from 65 to 70 years because of the rapidly increasing population of the Communist countries. "Our objective must be to conserve life and extend the productive years if we are to maintain and man a democratic stronghold in the face of rapidly increasing population in the Communist nations.

"It should be possible," Mr. Mayo said, "to establish policies whereby retirement, like employment—at least up to the age of 70—is placed on a selective basis so that those who are able, competent and in good health could spend a few more years in a productive capacity."

Illustrates Ageing Trend

To illustrate the nation's ageing trend Mr. Mayo pointed out that between 1940 and 1953 the population of the United States in the age group 1 to 17 increased 29 per cent and in the group 65 and over it rose 47 per cent; but in the group now carrying the brunt of the nation's work—18 to 64—the increase was only 10 per cent.

"On the one hand," Mr. Mayo continued, "we are retiring competent and experienced people at 55, 60 and 65 who are healthy and whose life expectancy is good, and on the other we are desperately trying to recruit seasoned and well-trained personnel for business, industry and the professions.

"In the face of this," he said, "it would seem sensible, if not essential, to review our retirement policies which were established in large part during the depression and in a shrinking rather than an expanding economy."

6 of 10 Men in Britain Choose Not to Retire

A survey made in Britain of the reasons why persons retire or remain at work after reaching the minimum pensionable age revealed that six men out of every ten, on reaching the age of 65, stayed on at work. The proportion of women* (minimum pensionable age 60) was four out of ten.

The same proportion as revealed for men in the British survey was found in a survey of employees of a New York utility company (L.G., Jan., p. 22).

Both men and women who remained at work gave as their main reason "financial need". Forty-five per cent of the men gave this as their reason for staying on; 25 per cent replied "feel fit enough" and

*Owing to the special arrangements for married women in the National Insurance scheme, the inquiry covered only women insured on their own account, hence comparison of the data with those of men is restricted.

20 per cent "prefer to work". Half of them also stated that the prospect of extra leisure deterred them from giving up work.

Although 93 per cent of the men said they knew that a higher rate of retirement pension could be obtained by staying on at work, only seven in a thousand said that this was their reason for doing so.

Under the scheme, pension is payable, normally at the maximum increased rate, at age 70 whether a man has retired from work or not. Of all the men over this age, 21 per cent were still working. More than four in every ten stated they were doing so for financial reasons; three in ten that they preferred to work; and one in ten that they felt fit enough to go on.

Two main reasons were given by those men retiring at the minimum pensionable age; "employers' action" (28 per cent) and ill health or work strain (28 per cent). Chronically sick accounted for 25 per cent; the remainder gave a variety of reasons, such as the desire for rest or leisure.

Age Limit

More than eight out of ten men giving as the reason employers' action said it was because of an age limit (65 was the most common). Three out of four said they would have been willing to go on working with their old employers and most of them said they would have been willing, if necessary, to adapt themselves to other types of work in order to be kept on.

Employers' pension schemes were, in general, associated with a high rate of retirement at age 65. Of all men reaching 65, three out of every ten were covered by employers' pension schemes.

The inquiry covered 29,000 insured men and women and was conducted in the fall of 1953 by the British Ministry of Pensions and National Insurance, under the guidance of the National Advisory Committee on the Employment of Older Men and Women.

Britain Raises Amounts Of Retirement Pension

On December 1, the British Government announced its intention to increase retirement pensions, effective next April. The proposed new rates are 55 per cent higher than those laid down in 1946, when the scheme was designed.

At the minimum pensionable age (60 years for women and 65 for men), the weekly rate will be 40s. for a single person and 65s. for a married couple. The present rates are 32s. 6d. and 54s. respectively.

Pensions at present cost the Treasury about £370 million per annum. The extra cost of the increases will be £80 million in the first full year, rising progressively to £130 million by 1979.

The National insurance scheme is not all-embracing. A possible million persons were too old to join the scheme when it started in 1948 and half as many again are "late-age entrants", only qualifying for pensions after ten years. Others have deferred retirement. At present there are about 7,000,000 persons over the accepted age of retirement but only some 4,750,000 are drawing pensions. By 1979, the number of old persons will be more than 9,000,000, more than 7,500,000 of whom will be drawing pensions.

NAM Critical of Recent Social Security Changes

"Today's bargain benefits with the cost passed on to future wage earners, today's easy eligibility requirements, are sugar-coated for present taxpayers," the National Association of Manufacturers in the United States charged as it criticized the 1954 amendments to the Social Security Act as not being "consistent with the objectives of a sound program of old-age care within a free society".

Future Will Condemn

The Association, in a report based upon a study of retirement security issued December 21, said that future generations will condemn the present one for "generosity to ourselves at their expense". The report said that high employment and earnings, improved opportunities by savings and investment and more job openings for older persons should allow most Americans to be financially self-sufficient throughout their working lives and in retirement also.

If the nation's economy continues to expand, most Americans may be able to provide for themselves in their later years and the need for Government-provided social security and public assistance may decrease, the report said. The study warned that continuation of "today's bargain benefits" to old persons would ruin future taxpayers and destroy among persons of advancing age the will to self-support.

The NAM study recommended that old-age benefits be regarded as "a basic minimum layer of protection" and that the federal scheme "avoid relating benefit changes to short-term changes in the cost of living".

Canada's Social Security Cost $80 per Head in '51

Social security benefits paid per head in Canada in 1951 amounted to $80 in terms of U.S. dollars, according to a statistical study prepared by the International Labour Office for discussion at the ILO's first European Regional Conference in Geneva late last month.

Amounts paid in 1951 in some of the other countries listed (per head of population in U.S. dollars) were: United Kingdom, $70; New Zealand, $102; Australia, $51; Ceylon, $3; Union of South Africa, $9; Ireland, $25; Germany (Federal Republic), $78; France, $96; and the United States, $75.

Housing Sets Records In 11 Months of 1954

Boosted by further gains in November, residential construction in Canada set new records in the first 11 months of 1954. Completions were 6 per cent higher and starts 9 per cent higher than in the corresponding period of 1953. Units under construction at the end of November showed an increase of 8·4 per cent over 1953.

Starts in the first 11 months of 1954 exceeded by 5·6 per cent those in the full year 1953.

Starts in November numbered 9,764, an increase of 17 per cent over the 8,339 a year earlier. November completions totalled 11,246, a rise of 6 per cent from the 10,608 in November 1953.

For the January-November period, the cumulative total of starts was 107,188, compared with 98,317 in the first 11 months of 1953 and 102,409 in the full year 1953.

Completions in the first 11 months of 1954 numbered 90,573 compared with 85,124 in the like period of 1953 and 96,839 in the full year 1953.

The number of units under construction at the end of November climbed to 73,746 from 68,013 a year earlier.

November Housing Starts Unusually High in U.S.

Non-farm housing starts in the United States totalled 103,000 in November, setting a new record high for the month, according to the U.S. Department of Labor. The number of new dwelling units put under construction was 26 per cent above the November 1953 figure and represented an unusually small decline (3 per cent) from the previous month. Housing starts usually drop from 10 to 15 per cent between October and November.

Privately-owned housing starts alone numbered 102,700 in November 1954. On a seasonally-adjusted basis, this represented an annual rate of 1,385,000 units, greater than the rate for any month since the record-breaking summer of 1950.

The total of 1,122,800 new non-farm dwelling units (private and public) started during the first 11 months of this year was 8 per cent above the 1,038,000-unit total for the corresponding 1953 period, despite a reduction in public housing from 34,200 to 17,800 units.

Two Million Houses Built In U.K. Since War's End

The United Kingdom Minister of Housing and Local Government said last month that almost two million permanent houses have been built in Britain since the war, making possible the re-housing of six million persons.

He said that an average of one out of eight persons was now living in a post-war house.

France Ups Financial Aid For Housing Construction

The French Cabinet recently approved measures to hasten solution of the housing shortage, termed one of France's primary economic and social problems.

A major decree issued by the Government at the end of 1954 greatly increased financial aid for the construction of apartments renting at moderate rates. About 90,000 such apartments are planned for this year, compared with 55,000 built in 1954.

Housing authorities hope that 210,000 new dwellings will be built this year, and the aim is to increase the building rate in the following years to 240,000. Special centres are to be opened for training qualified workers in the construction trades.

700 Canadians Employed On Seaway Last Month

The number of Canadians employed on the St. Lawrence Seaway had risen to 700 by mid-January. A month earlier only 500 were working on the project (L.G., Jan., p. 25).

The total included office staffs, Hydro fieldmen and employees of contractors.

A further increase in the number employed on the Seaway is expected in the Spring.

Milltown Textile Plant Re-opened by Union

At the beginning of the year, the textile plant in Milltown, N.B., was re-opened on a co-operative basis by members of Local 858, Textile Workers Union of America (CIO-CCL) following a two-month shut-down when the mill's management ceased operations because of increasing competition in the industry (L.G., Sept., 1954, p. 1228). Close to 300 workers are now at work, all being members of the co-operative and who invest in the mill out of their pay.

Operations at the plant ceased on October 28 after having been the main source of employment for 73 years for the population of Milltown and St. Stephen. Only a little more than a year ago the factory, where synthetic yarns were woven into coat linings, suit lengths and automobile seat covers, employed 800 persons.

Under the new system, if a profit on the operations is shown, the members will decide whether to declare a dividend or plough the profits back into the mill. The carding and spinning departments have been re-opened on a six-month trial basis.

Approximately 1,100 workers of a Deepfreeze plant in Chicago opened the new year by buying stock in an attempt to block the sale of their company. Under the scheme, the workers in the Deepfreeze Appliance Division, members of the AFL Auto workers, will seek to obtain 300,000 of 486,304 outstanding shares of the company's common stocks.

It is reported that the union members fear a change in ownership or management may mean a loss of many contract benefits and fewer jobs. The stock-buying plan is termed "a vote of confidence in the present management and a move to support and preserve it".

Textile Industry Output Down Slightly in 1952

Canada's textile industry produced $1,597,292,851 worth of goods in 1952, a drop of less than 2 per cent from the 1951 production value of $1,626,489,328, according to *General Review Of All Textiles,* published by the Dominion Bureau of Statistics.

Despite the small over-all percentage drop the year was one of fluctuating activity in the industry. The output of the clothing group rose by about 9 per cent to $853,151,206 from $780,012,025; but the production of other textiles fell by more than 12 per cent to $744,141,645 from $846,477,303.

Cotton textiles, the largest component of textiles except clothing, reported a gross value of production of $246,397,090 in 1952 compared with $297,285,085 in 1951, a drop of 17 per cent. The output of the wool textiles fell by 21 per cent from $192,217,597 to $150,935,470 and synthetic textiles and silk by 5 per cent from $166,549,897 to $157,628,515.

The clothing group on the other hand operated at record level. Several of the industries, notably knitted goods, reported activity somewhat below 1951 but for the group as a whole it was a banner year. Men's, women's and children's factory clothing industries accounted for the major portion of the group's advance, their output increasing from $482,176,234 in 1951 to $550,054,898, a 14-per-cent gain. Production of the children's factory clothing industry jumped by nearly one-fourth to $42,071,853 from $33,768,340.

Murray Cotterill Returns To Steelworkers H.Q.

Murray Cotterill, for the last two years special representative of the United Steelworkers of America (CIO-CCL) in Western Canada, returned to Toronto last month to resume his former position of Director of Public Relations for the union. He succeeds Jack Williams, who has resumed the position of Director of Public Relations for the Canadian Congress of Labour.

Union Membership in U.K. Dropped Slightly in 1953

Trade union membership in the United Kingdom totalled 9,461,000 at December 31, 1953. This was a drop of 63,000 from the peak figure recorded one year previously.

Both male and female membership declined. The number of males recorded at the end of the year was 7,701,000, a decrease of 0·6 per cent, and the number of females 1,760,000, a decrease of 0·8 per cent.

Trade unions numbered 687, five fewer than at the end of 1952. Absorption of smaller unions by larger unions partly accounted for the decrease.

Although the tendency towards amalgamation has resulted in a progressive decline in the number of separate unions, 387 of the 687 unions had a membership of fewer than 1,000 each; 317 had fewer than 500 members. Approximately two-thirds of the aggregate membership was accounted for by the 17 largest unions.

CMA Recommends Cuts In Income, Excise Taxes

A tax reduction as an aid to employment and lower prices was recommended in a brief sent to the Hon. Walter Harris, Minister of Finance, January 19 by the Canadian Manufacturers' Association. The Association said that a reduction in personal income taxes might well stimulate employment by providing increased purchasing power.

"Abolish" Special Taxes

With respect to the excise tax, the CMA called for the abolition of the 15-per-cent and 10-per-cent special taxes on such commodities as automobiles, radios and stoves. With exports down 5·6 per cent in volume and eight per cent in value for the first nine months of 1953, the need for greater flexibility in the cost and price structure was real, the Association said.

Eisenhower Proposes Minimum Wage Increase

In his annual State of the Union message delivered to the United States Congress January 6, President Eisenhower called for the enactment of a 90-cent-an-hour minimum wage law with extended coverage, instead of the present 75-cent-an-hour rate. The extended coverage would include mainly workers in agriculture, farm processing and retailing.

(In his annual message to the New York legislature, Governor Averell Harriman urged that the state formally memorialize Congress to increase the minimum wage to $1.25 an hour. Governor Harriman's appeal was backed by New York City's Clothing Manufacturers Exchange, representing 336 companies with 40,000 employees, which went on record as favouring a 50-cent rise in the present minimum.)

Amendment of the Taft-Hartley Act along the lines laid down last year by the President was urged in the annual statement.

The President called for the creation of an office of the Co-ordinator of Public Works which would give more "emphasis and continuity" to essential co-ordination of federal, state and local agencies in the planning and execution of public works throughout the country.

Among the other measures called for by Mr. Eisenhower were the following:—

Enactment of a federal health reinsurance program as well as a program to improve medical care for those who receive federal-state public assistance.

Continuation of the program of technical aid for underdeveloped countries.

General pay increases for all federal workers, including postal employees.

France's Minimum Wage To be Strictly Applied

Premier Mendes-France outlined to the French Government recently his plan for a stricter application of the country's minimum wage law.

The Premier said he has asked all industries to negotiate contracts and to apply strictly the rule that puts the minimum wage at between $61 and $70 per month. Those industries that cannot apply this, he said, will be able to obtain credits from the Government's reconversion fund.

Eisenhower Predicts High Employment, Production

Continuing economic expansion and a "high and satisfactory level of employment and production" were predicted by President Eisenhower in his annual Economic Report to the United States Congress on January 21. Mr. Eisenhower predicted that in ten years the gross national product would rise from the current annual level of $360,000,000,000 to $500,000,000,000.

President's Conclusions

Referring to 1954's "transition from contraction to recovery," the President drew the following conclusions:—

Wise and early action by Government can ward off serious difficulties later.

Contraction may be stopped completely even when government expenditures and budget deficits are declining if effective means are taken for building confidence.

Monetary policy can be a powerful instrument of economic recovery so long as the confidence of consumers and businessmen in the future remains high.

Automatic stabilizers such as unemployment insurance and a tax system that is elastic with respect to the national income can be of material aid in moderating cyclical fluctuations.

A minor contraction in the United States need not produce a severe depression abroad.

An expanding world economy can facilitate United States adjustments in its own economy.

Mr. Eisenhower reiterated his request for the establishment of an Office of Co-ordinator of Public Works Planning as a preparedness step which might cushion a future economic slump.

He said:

A problem of great interest in this connection is the stimulation of public works planning in states and localities. Many smaller communities have projects within their master development plans for which funds are not immediately available to produce preliminary engineering surveys and designs. Assistance to such communities would help them to develop plans for public works ready for initiation, which otherwise would take months to prepare in case of need. Such a reservoir of planned public works should be of considerable magnitude to be effective. The sum of $1,500,000 made available by the Congress last year for planning advances—that is, interest-free loans—to states and municipalities was a good beginning but no more than that. It is recommended that the Congress enlarge substantially the appropriations for planning advances, and that a revolving fund be established for this purpose.

"Need is Continuous"

Mr. Eisenhower concluded: "The need of building a reservoir of 'ready-to-go' projects has been recognized in three separate programs of planning advances, established by the Congress within the past decade. This experience indicates that the need for preparedness, being itself continuous, is not well met by programs of limited duration."

CMA Brief Criticizes Increase in Imports

Increased import into Canada of manufactured goods has caused serious injury to many manufacturers and unemployment in many Canadian plants, the Canadian Manufacturers' Association charged in a brief submitted last month to the Hon. J. J. McCann, Minister of National Revenue. The Association suggested certain amendments to the Customs Act as a means of determining the fair market value of such goods.

The CMA said that its proposed amendments did not in any way conflict with the General Agreement on Tariffs and Trade.

Commodity Imports Drop 8% in First 10 Months

The value of Canada's commodity imports declined 7 per cent in October and slightly more than 8 per cent in the first ten months of 1954 when compared with a year earlier, the Dominion Bureau of Statistics has reported.

Total value for October was $333,100,000 compared with $358,300,000 a year earlier, bringing the January-October total to $3,384,400,000 in 1954 compared with $3,693,000,000 in 1953.

A 5·5-per-cent drop in volume was the main factor in reducing the total value of imports in October; prices were down 1·4 per cent. In the January-October period, volume averaged 8·5 per cent lower but prices were slightly higher.

In the ten-month period, two groups, agricultural and vegetable products, and wood and paper, rose in value. The largest decreases occurred in fibres and textiles, iron and products, non-ferrous metals and non-metallic minerals.

November Immigration 38% Less Than Year Ago

The number of immigrants to Canada in November was 38 per cent below that for November 1953; the number for the first 11 months of 1954 was down 7 per cent compared with the corresponding period in 1953, according to figures released by the Department of Citizenship and Immigration.

In November, 8,664 persons entered Canada, compared with 13,916 in November 1953. Of these, 3,199 were from the British Isles, 859 from the United States, 2,114 from North European countries, and 2,492 from other countries.

Immigrants totalled 146,773 for the first 11 months of 1954, compared with 157,638 for the same period in 1953.

In the first 11 months last year, 4,261 Canadians returned from the United States, compared with 4,332 in the corresponding months in 1953.

B.C. Adds Two Members To Labour Boards

Two new appointments to the province's Labour Relations Board and the Board of Industrial Relations were announced in December by British Columbia's Labour Minister Lyle Wicks.

D'Arcy Baldwin, Managing Secretary of the Road Builders and Heavy Construction Association and former chairman of the labour board, and Pen Baskin, representative of the International Steelworkers of America (CIO-CCL), were the two appointees.

The appointments bring the membership on the boards to seven. Other members are Provincial Deputy Labour Minister Bill Sands, Mrs. Rex Eaton, Charles Murdock, Pat Young and Al Little.

The Labour Relations Board and Board of Industrial Relations have separate duties but the same membership.

Bill Asks Jobless Benefit For N.Y. Farm Workers

Two bills introduced in the New York State Legislature last month would remove agricultural labour from its present coverage exemption under the state's Unemployment Insurance Law.

Among other bills relating to unemployment insurance coverage introduced at the legislature were:—

Number of Employees

Two bills that would make employers of one or more workers liable for state unemployment insurance taxes, including employers of one or more domestic servants. The law at present makes only those employers having four or more workers liable for unemployment insurance taxes.

A bill that provides that domestic servants could be grouped with an employer's other workers in determining liability under the Unemployment Insurance Law. Under the existing law an employer's domestic workers are considered separately from his other employees and he is liable for taxes with respect to his domestic servants only if he employs four of them.

Exempted Organizations

A bill that would continue to exempt only religious organizations but would extend compulsory coverage to other types of non-profit organizations. At present non-profit religious, charitable, scientific, literary, or educational organizations are not liable for taxes (except with respect to persons employed temporarily and solely for construction).

A bill that would remove the suspension of unemployment insurance benefit rights in cases where the person is not an active participant in an industrial controversy, or where the dispute occurs in a place of business of the person's employer other than the one which the person himself is actually employed, or where a shortage of materials occurs in the place of work because of an industrial dispute elsewhere. The law at present imposes a seven-week suspension of benefit rights on a person who becomes unemployed because of a strike, lockout, or other industrial controversy.

A bill to make benefits payable for 39 weeks. At present benefits are payable for 26 weeks in a year.

A bill to add an allowance of 20 per cent of a person's benefit rate for each of his first three dependents, or not more than 60 per cent of benefit rate.

Govt. Labour Officials To Convene in Toronto

The International Association of Governmental Labour Officials will hold its next convention in Toronto , August 23 to August 26, it was decided at the Association's latest executive board meeting in Washington.

Leading topics for consideration at the convention were set by the board as: (1) mediation and conciliation; (2) coordinated labour departments; (3) industrial safety and health.

J. B. Metzler, Ontario's Deputy Minister of Labour, Association President, presided at the board meeting.

Cement Workers' Chief, Wm. Schoenberg Retires

The retirement of William Schoenberg as General President of the United Cement, Lime and Gypsum Workers' International Union (AFL) was announced last month. He completed his term of office on January 1, 1955, and will now hold the title of General President Emeritus.

Mr. Schoenberg has headed the Union since it was chartered by the AFL in 1939. Prior to that he was the AFL mid-west Regional Director.

Felix C. Jones, since 1948 Assistant to the General President, was elected to succeed Mr. Schoenberg.

Fur Union Votes to Join AFL Butcher Workmen

The International Fur and Leather Workers Union (independent) at a special convention last month voted overwhelmingly to merge with the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL).

The merger will become effective if a majority of the 113 fur and leather locals approve the convention's action in a referendum vote that must be completed by the 22nd of this month.

The proposed agreement of merger provides for establishment of a fur and leather department in the butchers' union, with power to set its own economic policies and elect its own officers and with representation on the Amalgamated's international executive board.

The fur union was expelled from the Congress of Industrial Organizations five years ago on charges that it was Communist-dominated. The butchers' union has also been discussing a merger with the United Packinghouse Workers of America (CIO).

Labour Briefs Presented to Provincial Govts.

CCL Federation Alarmed Over N.S. Unemployment

Concern over the "alarming situation" in Nova Scotia's coal and steel industries was expressed in the annual brief of the Nova Scotia Federation of Labour (CCL) presented to the provincial cabinet January 17. Federation President Syd Oram said that there had been an "acute increase in the number of unemployed" which, coupled with a sharp decline in job opportunities in the basic industries of coal and steel, "has created situations little short of desperate in many areas".

The brief urged the cabinet to press the federal Government to establish a national fuel policy to aid the coal industry. "The Nova Scotia coal industry needs a market of at least 7,500,000 tons per year if it is to operate at full capacity and therefore show a better performance to cost," the brief said. Present production runs to less than 6,000,000 tons a year.

The provincial Government was asked to use only coal in heating all public buildings and the change-over to diesel locomotives by the Canadian National Railways was said to be "jeopardizing" national defence, as it made Canada dependent on imported diesel oil, which might be cut off in wartime.

An investigation by the provincial Government of the operations of the Dominion Steel and Coal Company "with a view to having an announced statement of future policy regarding their operations in this province" was urged by the CCL organization. The brief said that last year the Federation had asked the Company to expand its Sydney plants and to produce more diversified steel products and "because this was not done we now find ourselves with some 1,400 steelworkers unemployed".

Concerning unemployment, the labour brief said the federal Government should be asked to assist by granting subsidies that would encourage secondary industries to enter the province. President Oram said that in Pictou County alone there were 2,500 unemployed workers, forced out of jobs by the closing of the coal mines in the area.

Among other requests made by the Federation were the following:—

That the federal Government and the Canadian Maritime Commission be approached for the construction of a Canadian merchant fleet of "fast competitive cargo and passenger ships".

More assistance to fishermen.

Establishment of fisheries and labour departments in the Nova Scotia Government.

TLC Federation in N.B. Seeks Chignecto Canal

An urgent recommendation that the Chignecto Canal be constructed was featured in the annual brief presented January 12 to the New Brunswick Government by the New Brunswick Federation of Labour (TLC). The labour federation said that it had the right "to expect practical consideration of the claims of this province" for the canal, as completion of the St. Lawrence Seaway "will undoubtedly cause loss of livelihood in the province".

The Federation said that it had consistently supported "those public-spirited groups" who had been fighting for the construction of a ship canal through the Isthmus of Chignecto. "We believe that now is the psychological time to offer renewed and vigorous demands for the immediate construction of this waterway. We realize this is a federal proposition but we believe our provincial government is in a very strong position at this time to exert pressure on Ottawa authorities for immediate action towards construction of the Chignecto Canal," the brief said.

Permission for unions of employees of Government boards and commissions to be certified as bargaining agents upon the approval of the Lieutenant-Governor in Council was praised by the Federation which at the same time voiced its disapproval of the fact that no such union has yet obtained certification.

In addition, the labour body called for increases in workmen's compensation payments, public works to combat unemployment, expansion of low-cost housing programs and amendments to the mothers' allowances legislation.

N.B. Labour Council (CCL) Also Wants Canal Built

Demands for the construction of the Chignecto Canal, new bridges across Saint John harbour and Marsh Creek, and a program to improve bridges in the province as a whole were prominent among the requests contained in the annual brief of the New Brunswick Council of Labour (CCL) presented to the provincial Government January 12. Headed by Council President R. Lloyd Cherry, the CCL body described the Chignecto Isthmus as "a serious impediment to coastal and inland marine transportation".

"The great mineral discoveries of the Ungava Peninsula and those in the Bathurst area of our own province, with improved transportation facilities on the Atlantic Coast (through construction of the canal), would greatly influence both Canadian and American industries in these sections," the brief said. "This in turn would undoubtedly bring to a head the Passamaquoddy power development, as advocates of the projects in the United States have constantly maintained that a Chignecto Canal would influence greatly industrial development of the Atlantic Coast region of New England".

The brief said that with industrial expansion along the Atlantic coast section of New Brunswick and Nova Scotia, a sufficient market would be created which would make possible the development and economic distribution of Passamaquoddy power.

Provincial government action, in co-operation with civic, municipal and federal government agencies for the construction of bridges across Saint John harbour and Marsh Creek, were urged by the labour body in view of the "considerable time" now needed to cross the harbour and the "bad repair" of the bridge now spanning the creek.

Referring to New Brunswick bridges generally, the CCL Council complained that their narrow width posed a real threat to the safety of the motoring public.

Rail Unions Frown on Trailer Trucks on Roads

A request that "large trailer trucks" be discouraged from using the highways so that there would be more inducement to carry the trailers by rail high-lighted the annual presentation of a brief to the Quebec Government by the Quebec Joint Legislative Committee of the Railway Transportation Brotherhoods on January 12. In addition to calling for a strict enforcement of the present regulations regarding trucks, the Brotherhoods called for more restrictions and changes such as an increase in the tax on diesel fuel to a rate 50 per cent higher than the tax on gasoline.

Among other requests which the rail unions presented to Premier Maurice Duplessis were the following:—

Establishment of a national board for the regulation of interprovincial highway transport.

Removal of the provincial ban on the sale and consumption of oleomargarine.

Increases in allowances and fees paid to juries.

Provincial co-operation in the establishment of a national health insurance plan.

Quebec CCL Federation Condemns Bills 19, 20

The Premier of Quebec has stated that his Government will never recall the Padlock Act or the laws forbidding communist infiltration in trade unions and strikes in public services (Bills 19 and 20).

The Hon. Maurice Duplessis made these statements to the delegation of the Quebec Federation of Industrial Unions (CCL) when it presented its annual brief to the provincial cabinet in mid-January.

Mr. Duplessis added that he will not appoint a member of the Canadian Congress of Labour to the Labour Relations Commission, as a bill adopted in 1951 authorizes him to do, so long as the CCL is opposed to the padlock legislation and to Bills 19 and 20.

"We cannot appoint a representative who will fight the laws of the Government," he said.

The Federation said that it deplored the tendency of the province's Minister of Labour to appoint practising lawyers as presidents of arbitration courts. "We submit," the brief specified, "that these lawyers are apt to be partial, as they often represent the employers' party in other arbitration courts, and their personal clients are for the most part employers."

The Hon. Antonio Barrette, Quebec Minister of Labour, said that this statement was unfair both to the lawyers and to the Minister of Labour, and that it did not give a true picture of the situation at all. Mr. Duplessis added that members of the Bar take an oath of office when they accept the presidency of an arbitration court.

Quoting figures given by the Dominion Bureau of Statistics, the QFIU brief also emphasized that the average weekly wage in manufacturing, which was $28.72 in Quebec in 1946 compared with $30.04 in Ontario, the difference being $1.32 a week or 4·6 per cent, rose to only $52.05 in Quebec in 1953, compared with $58.65 in Ontario, the difference thus increasing to $6.60 a week or 12·7 per cent.

In order to remedy what it considers an anomaly, the Federation suggested that the minima found in the minimum wage legislation be increased, that the principle of equal pay for equal work be recognized and that an agreement be obtained between the federal and provincial Governments permitting a union which represents

employees of different plants, situated in different provinces but belonging to one company, to bargain on a national scale.

The QFIU made four suggestions to the provincial Government for combating unemployment. It suggested making the 44-hour week the law; forcing outside companies developing natural resources in the province to convert their products there; undertaking a series of public works; and offering more generous help towards the construction of moderately-priced dwellings.

Surprised that the labour code prepared by the Superior Labour Council had not yet been presented to the Legislative Assembly, the Federation added that such a code should stipulate that an employer be forced to grant the voluntary revocable check-off to any union certified by the Labour Relations Commission; that employees of municipalities come under the jurisdiction of the Minister of Labour and not under the Minister of Municipal Affairs; that employees of the police department be entitled to affiliate their unions with whatever labour organization they may choose; and that employees of municipal and school corporations enjoy the right to strike.

The QFIU also deplored the fact that the Labour Relations Commission had granted a certificate of union recognition to the AECM without giving the teachers of Montreal an opportunity to choose what union they would prefer by means of a secret ballot.

The Federation also called for a health insurance scheme; an immediate electoral redistribution; two weeks' vacation after five years' service for employees coming under Order No. 3; the election of School Commission representatives by the people; and a charter of human rights.

Proceedings of Parliament of Labour Interest

January 7

Speech from the Throne

Colombo Plan—Parliament to be asked to approve Canada's continued participation in the Plan and in the United Nations Technical Assistance Program.

Disabled Persons Act—Government announced that as all provincial governments have signified their intention to participate in the program it is now in a position to conclude the federal-provincial agreements.

Unemployment—Work on public construction projects to be accelerated.

Unemployment Insurance—Act to be amended to provide for increasing the duration and rate of supplementary benefit.

National Housing Act—Small loans to be made available for home improvements.

Railway Act—Amendment to provide for elimination of level crossings.

January 10

Industrial Status of Women

Bill requiring equal pay for equal work introduced by Mrs. Ellen L. Fairclough (Hamilton West).

Throne Speech Debate

In reply to criticism by the Acting Leader of the Opposition, Hon. W. Earl Rowe, of Government action to relieve unemployment, the Prime Minister said:

> There is some unemployment in Canada. There has been some unemployment in Canada every year. At the opening of every session of the Canadian Parliament for the last three or four years there has been considerable anxiety over the kind and extent of unemployment in Canada. However, because of the resources, material and human, to which the hon. gentleman paid tribute, that situation has eased as the season advanced, and there is reason to expect that it will do so again.
>
> That does not mean that for those who are unemployed—and there are large numbers—unemployment is not a deplorable thing, and that we should not do everything within our power to lessen its effects. But, as the hon. gentleman has said, there is not very much that can be accomplished through the expenditure of public funds on public undertakings. What is required is something that stimulates the economy generally and does not to any unnecessary degree interfere with the display by our Canadian citizens of their own initiative and skills.

January 11

Unemployment Insurance

The Minister of Labour, Hon. Milton F. Gregg, introduced a bill to amend the Unemployment Insurance Act, to raise the rates of supplementary benefit to the present rate of regular benefit and the minimum supplementary benefit period to 60 days.

Asked by Mr. G. R. Pearkes (Esquimalt-Saanich) if consideration has been given to extending coverage under the Act to fishermen and men connected with the fishing industry who are not perhaps actual fishermen, the Prime Minister replied that study of the matter affecting fishermen proper has been continuing "with good hope that some results might accrue from it". As regards "near fishermen", he said "that is something that is being studied as a side issue by the Commission."

Right of Railway Workers to Strike

Member for Winnipeg North Centre (Stanley Knowles) asked if the Minister of Labour is aware of the concern felt by railway workers "over the loss of their right to strike". He wanted to know if the Government is taking steps either to assure the workers that they still have that right or to establish a satisfactory alternative. The Minister replied that he is waiting to be told of the conclusions reached by the General Conference Committee of the non-operating unions at its recent meeting in Montreal.

Railway Act

The Prime Minister served notice of the Government's intention to introduce amendments to the Act to provide for an increase in the annual appropriation to the Railway Grade Crossing Fund from $1,000,000 to $5,000,000.

January 12

Lay-offs by Canadian National Railways

Hon. George C. Marler, Minister of Transport, said:

On Monday last the hon. member for Winnipeg North Centre (Mr. Knowles) asked whether I could give the assurance that we are at the end of lay-offs by the Canadian National Railways, and if I could say how soon those laid off in recent months would be reinstated. I should like to reply to the hon. member. The management of the railway informs me that reductions in working forces have been a necessary consequence of the general decline in traffic and that the volume of traffic determines in a very large measure how many persons the railway can employ. Because a general increase in traffic depends on such economic factors as industrial production and trade, it is not possible to say when an improvement in traffic conditions will justify the reinstatement of those whom it has been necessary to lay off.

January 13

Unemployment Insurance

A Bill to amend Act to provide for increasing supplementary benefit read second and third times and received the Royal Assent. Amendments to come into force "on the Monday immediately preceding the day" on which the amending Act was assented to (see page 194).

January 17

Industrial Relations

Bill to amend the Industrial Relations and Disputes Investigation Act to provide for voluntary revocable check-off of union dues re-introduced by Mr. Stanley Knowles (Winnipeg North Centre).

Lay-offs at Avro Aircraft Limited

Asked by Mr. J. W. Noseworthy (York South) whether any communication had been received from the Ontario Federation of Labour (TLC) regarding the alleged lay-off of 1,100 workers by Avro Aircraft Limited (p. 163), the Minister of Labour replied that arrangements had been made for the Minister of Defence Production, Hon. C. D. Howe, and himself to meet the TLC President, Claude Jodoin, on January 20.

Sale of CNR Hotels

In reply to a question by Mr. Stanley Knowles (Winnipeg North Centre) concerning protection of the rights of employees of four CNR hotels sold to private interests, the Minister of Transport, Hon. George C. Marler, said that representatives of the CNR and the purchasers were interviewing all employees concerned with respect to future employment. Such employees as have seniority rights, the Minister stated, will have the opportunity of exercising them in conformity with the provisions of the union agreements and of assuming positions for which these seniority rights qualify them.

January 20

Lay-offs at Dominion Arsenals

Replying to an enquiry concerning reported lay-offs at Dominion Arsenals at Quebec and Valcartier, the Parliamentary Assistant to the Minister of Defence Production, Mr. J. H. Dickey, said that contracts which have been running for some two years are now coming to an end and a reduction in employment is inevitable. Of the 2,258 employees working in these plants at the end of the year, 46 women were laid off on January 14, a further 45 were to be laid off on January 21 and it was expected that there would be another 50 lay-offs during February and March.

Final Report on Employment Effects of Manufacturing Plant Expansion, 1954

New or expanded plant facilities created at least 19,000 employment opportunities in 1954. Considerably larger proportion of new jobs created in Pacific and Prairie regions than during past seven years

Final figures are now available on the effects of industrial expansion on employment in manufacturing industries last year.

During 1954, approximately 19,000 new jobs were created by the construction of new plant facilities, an increase of 2,800 from the preliminary 1954 total given in the detailed analysis of industrial expansion published in the November issue (p. 1550).

The final yearly figures on new jobs, as recorded by the Economics and Research Branch of the Department of Labour, show that plant expansion resulted in 34,300 new jobs in 1952, 23,000 in 1953, and 19,000 in 1954.

Additional reports received since the publication of the preliminary figures have resulted in only minor changes in the industrial and regional distribution. New jobs stemming from manufacturing expansion in 1954 were distributed among the various industries more evenly than in previous years. In 1952 and 1953, the transportation equipment, iron and steel products, electrical apparatus and chemical products industries accounted for almost 75 per cent of new jobs. Although these industries were still expanding plant facilities in 1954, they accounted for a significantly smaller proportion of the total number of new jobs, as shown in the accompanying table.

NEW JOBS CREATED BY MANUFACTURING EXPANSION[1], 1954

	Number	Per Cent
Chemical products	1,000	5
Electrical apparatus	2,600	14
Food and beverages	1,400	7
Iron and steel products	2,600	14
Leather products	300	2
Non-ferrous metal products	2,500	13
Non-metallic mineral products	1,300	7
Paper products	1,000	5
Petroleum products	700	4
Rubber products	200	1
Textile products	1,900	10
Transportation equipment	1,300	7
Wood products	1,900	10
Miscellaneous products	300	2
Total	19,000	100

[1]Economics and Research Branch, Dept. of Labour.

Compared with earlier years, the regional distribution of new jobs changed significantly in 1954. Ontario and Quebec accounted for 83 per cent of the total number of new jobs resulting from manufacturing plant expansion during the period 1948 to 1954 but these provinces provided only 70 per cent of the new jobs created in 1954. The western provinces, on the other hand, accounted for a considerably larger proportion of the new jobs created in 1954 than they did during the past seven years. In fact, more new manufacturing jobs were created in these provinces last year than in any year since 1948.

New manufacturing facilities in the Prairie Provinces resulted in about 2,500 new employment opportunities during 1954. As in other parts of the country, these jobs were more widely dispersed industrially than in previous years. In 1953, for example, expansion in the chemical industry accounted for more than three-fifths of the new jobs stemming from manufacturing expansion in the region. In 1954, however, almost all industries shared in the expansion, none accounting for more than one-sixth of the total.

The trend of total manufacturing employment in the region corresponded roughly to the trend of new manufacturing jobs created in the 1948-1954 period, although there were significant differences between provinces. Alberta was the only province to show a continual increase in average yearly employment. Manufacturing industries in Alberta employed about 24,000 workers in 1948, with a steady gain to about 32,000 in 1954. Little manufacturing expansion occurred in Saskatchewan, where agriculture is far more important than elsewhere, and consequently average yearly employment changed little from 1948 to 1954. Manitoba, with the largest and most diversified manufacturing industry of all Prairie Provinces, showed a small over-all gain in employment from about 40,000 workers in 1948 to 42,000 in 1954. In terms of expansion and employment, therefore, the greatest growth in manufacturing has been in Alberta, followed by Manitoba and Saskatchewan.

REGIONAL DISTRIBUTION OF NEW JOBS (1948-1954)[1] AND OF MANUFACTURING EMPLOYMENT (1948)[2]

	Per Cent					
	Atlantic	Quebec	Ontario	Prairies	Pacific	Canada
1954	4	22	48	13	13	100
1953	2	23	64	7	4	100
1948-54	4	30	53	7	6	100
Average Employment 1948	4	33	50	6	7	100

[1]Economics and Research Branch, Department of Labour.

[2]*Employment and Payrolls*, DBS.

At least 2,300 new jobs were created in the Pacific region in 1954—a record yearly total. A large part of these new jobs resulted from the completion by the Aluminum Company of Canada of its plant at Kitimat; operations began with a staff of 1,400. Smaller numbers of new jobs were created through the expansion of facilities by firms manufacturing wood, paper and petroleum products.

Since 1948, the paper and wood products industries have undergone the greatest expansion of all manufacturing industries in British Columbia. New and expanded paper products plants required at least 2,200 new workers from 1948 to 1954, the bulk of the new jobs being in pulp and paper mills. At the same time, however, the pulp and paper industry carried out a large modernization program which resulted in an increase in production without a comparable increase in employment.

The British Columbia lumbering industry created at least 400 new jobs in manufacturing in 1954 and a total of approximately 1,800 new jobs from 1948 to 1954. Much of this expansion was in plywood; several large expansion projects of this nature were carried out in Vancouver and Vancouver Island.

37th Annual Meeting of the Canadian Construction Association

President predicts record construction year with increased employment opportunities "at all levels"; appeals for co-operation of architects, owners and designing engineers in overcoming seasonal unemployment

Construction at a record value of $5 billion is possible in Canada in 1955 if the trend in the volume continues at its present rate, Canadian Construction Association President Raymond Brunet told delegates attending the Association's 37th annual meeting in Quebec City, January 16 to 19. Mr. Brunet said that the construction industry had had a greater volume of work in each successive post-war year and, provided that construction costs remain at levels that will continue to attract investors, the present year should see even greater activity.

"In an expanding economy like Canada's with increasing population and industrial production, it is only natural that our construction programs will also become larger over the years ahead," he said.

The construction industry, which now employs upwards of 500,000 workers "in actual construction operations," will provide increased employment opportunities "at all levels" with larger volumes of work ahead, he forecast.

Seasonal Unemployment

Turning to the question of seasonal unemployment, Mr. Brunet said that though the industry was increasing its efforts to stimulate winter work, "upwards of 25 per cent of our summertime labour force are on the average unemployed in construction during the middle of the winter".

He continued:

The interest of government agencies and industrialists in timing their projects so as to provide more winter work is most encouraging and reflects the benefits to all

interested parties—construction workers receive more employment; construction companies can plan more efficient operations on a year-round basis; manufacturers are relieved of storage and production problems related to seasonal purchases; owners occupy their buildings sooner; and government has fewer applications for unemployment insurance benefits.

Mr. Brunet said that statements that wintertime construction was considerably more expensive were in many cases exaggerated and, in the light of modern techniques, outdated. He noted that if buildings are "closed-in" before winter, costs are usually comparable and may even be lower due to a better supply situation. Mr. Brunet said that extra costs may apply only to portions of the work actually put in place during the cold weather and that the owner might well be compensated by an earlier occupancy.

Repair and maintenance work is usually carried out for homeowners and industrialists, because of custom, during the summer, the construction official said. Much of this work could be done in the winter months to greater advantage, he added. The spreading-out of the construction work was a matter of timing, Mr. Brunet remarked, adding that in this matter the co-operation of owners, architects and designing engineers was absolutely essential.

"By joint efforts, further advances can be made in overcoming the seasonal unemployment problem to the mutual benefit of all concerned," Mr. Brunet concluded.

Legislation Committee

Proposed changes in the Unemployment Insurance Act are under study by the CCA's legislation committee and "ample opportunity" will be given for representations on the amendments, R. A. Seasons, chairman of the committee, announced.

Mr. Seasons noted that in 1954, a bill was introduced in the Quebec legislature to amend that province's Workmen's Compensation Act so that reciprocal agreements could be made with other provinces to eliminate payment by employers of double compensation assessments for employees working outside their home province. Mr. Seasons termed this a "commendable move" and, referring to similar legislation enacted by Ontario in 1953, expressed the hope that both provinces would enter into reciprocal agreements as soon as possible on this matter and with other provinces as well.

Excerpts from CCA Statement of Policy

Labour Relations

(1) Fullest possible co-operation among management, labour and government to improve efficiency and reduce costs through increasing productivity, both in the manufacturing plants and on the construction job-sites; enlarging the supply of skilled craftsmen by increased apprenticeship and immigration programs; encouraging more adequate vocational guidance and training facilities; and participating with representatives of the major construction labour organizations in a National Joint Conference Board.

(2) Recommendation of Builders' Exchanges throughout the country to adopt the Joint Conference Board principle in dealing with labour; members of the employers' committee to have full authority to act on behalf of each trade.

(3) Negotiation of labour agreements with common expiry dates and for effective periods of not less than two years, where possible, in order that the wage-rates and working conditions effected thereby bear a more realistic relationship from a point of view of time to the duration of the majority of construction contracts.

Housing

(1) Maintenance of the National Housing Act on a basis that will serve the essential housing market.

(2) Continuation of efforts to reduce housing costs through greater individual productivity, more cost-conscious design, on-site assembly line construction, modernization of building codes and research activities.

Public Works

Construction projects carried on by the Department of Public Works in 1954-55 probably represent "something like 300,000 man-months of work on-site and off-site," Major-Gen. Young, Deputy Minister of the Department, told the meeting. Reviewing the operations and activities of the Department, the Deputy Minister said there were localities where the types of workers unemployed could be absorbed usefully in on-site and off-site activity connected with the construction of public works and also where such projects can have "a long-term stimulating effect on private industry and hence help to create permanent jobs".

Major-Gen. Young pointed out that some projects were essential in meeting the immediate requirements of an area but the types of unemployed workers do not come from either the construction industry or from related trades. In such cases, he said, the contribution of public works projects "to the direct relief of unemployment must be relatively small".

Methods whereby seasonal unemployment problems may be eased are carefully considered by the Department, the Deputy said, and all operating branches are seeking ways and means of encouraging winter work. No "quick and easy" solutions were possible but if industry and Government co-operate to the full in taking advantage of technical developments and improved administrative procedures, "substantial progress will be made," Major-Gen. Young said.

Labour Relations Committee

Formation of a Canadian board for settling jurisdictional disputes in the building trades, in co-operation with the Trades and Labour Congress of Canada, was recommended in the report of the labour relations committee, presented by A. C. Ross of Ottawa.

"It seems most unreasonable that these jurisdictional disputes have to be referred to a Jurisdictional Board in Washington ... particularly as the rulings made by this Board seem to apply only to one project rather than being generally applicable for an area," he said.

Comparative stability in construction trade wage rates was achieved in 1954, the report noted, mainly because of the levelling-off in living costs and the effects of the two-year agreements signed in 1953. The report warned that there was "a cloudy background" to this stability in view of the fact that time lost in work stoppages in the past 12 months was estimated at 190,000 man-days.

Concern was expressed by Mr. Ross over the labour policies of certain United States refinery contractors operating in Canada. According to Mr. Ross, agreements had been signed by these concerns with boilermakers', plumbers' and pipefitters' unions at rates "considerably in excess" of those negotiated locally by the "majority" of employers and unions. The CCA contended that when working in Canada these firms should abide by the usual collective agreements signed by Canadian labour union locals and the employers' associations.

Rulings of the Umpire under the Unemployment Insurance Act permitting payment of benefits to workers who refused to cross picket lines were called "mildly disturbing" by Mr. Ross. In these cases, he said, the Umpire held that workers ran the risk of physical violence from the strikers. He pointed out that picketing employing force was illegal and said it was very unwise to pay benefits to workers because their fellow workers are allowed to indulge in illegal acts.

Housing Committee

In its report to the convention, the CCA's housing committee recommended several changes to the National Housing Act. These included: extension of the 90-per-cent loan provision on NHA houses to the maximum limit; implementation by the lending institutions of the regulations permitting 30-year amortization periods; greater recognition of the differences in housing needs and concepts in the various regions of Canada and between urban centres, medium-sized towns and rural communities; and the provision of "open-end" mortgages, to assist those with incomes of less than $3,400, to young couples purchasing small homes designed to be enlarged at a later date to meet future needs at a reasonable cost.

In order to encourage people to save a sufficient amount of money to place a down payment on a home, the committee recommended that the Government be approached to issue "Home Purchase Savings Bonds" carrying the same rate of interest as Canada Savings Bonds. These should be purchasable under a payroll deduction plan from banks or loan companies at any time, the committee suggested.

Apprenticeship Committee

Proper training of apprentices in the construction trades "lags far behind the demand," according to the report of the CCA apprenticeship committee.

"It is becoming increasingly apparent," the report said, that a shortage of properly trained apprentices in the various trades not only slows up construction and adds to costs but indirectly affects construction materials and methods.

In the trowel, painting, masonry, plastering and lath work trades there is a trend towards substitution, the report said, noting that more progress is being shown in such fields as electrical, plumbing and sheet metal work. According to the report, 21,250 apprentices were in training in Canada in 1954 compared with 19,441 in 1953.

The committee urged the Association to gives its fullest support and co-operation to the growth of apprenticeship training.

Resolutions Adopted

Among the resolutions approved at the convention were the following:—

That the federal and provincial Governments be "strongly" urged to amend their labour relations legislation to require

the use of secret ballots under the supervision of electoral officers or other public officials of a similar status when trade unions vote on strike action. The CCA said that it was "especially important" that votes on strike action represent the voters' "personal feelings and considered thinking".

That law enforcement bodies ensure "strict compliance with the laws of Canada" where trade unions "ignore the normal processes of law and order prior to and during strikes".

That the facilities of the Department of Citizenship and Immigration be used to encourage "an orderly program of selective immigration" with due emphasis being given to workers skilled in the construction and allied industries.

That the federal Government be commended for its efforts to schedule more public works during the wintertime and that other governments and public bodies, private owners and designers be urged to "take action to promote practices to smooth out the present seasonal fluctuations in construction operations".

That the federal Government be commended for changes in its housing legislation last year and that action be taken to develop a program whereby "at least" 125,000 dwelling units a year will be built. The CCA specifically called for attention to be given to an extension of the 90-percent loan provision beyond the present $8,000 lending limit value and that consideration be taken of the age and "future prospects" of borrowers in addition to their income-carrying charges ratio.

43rd Annual Convention of the Ontario Chamber of Commerce

President warns that demand for guaranteed annual wage holds serious implications for Canada, criticizes "drift to fewer working hours and ever-increasing wages". Resolutions call for more government control over strikes and restriction of sympathy and jurisdictional walkouts

A warning that the demand for the guaranteed annual wage by labour would lead to serious implications for the Canadian consumer and a criticism of "a continuous drift to fewer working hours and ever-increasing wages in industry" highlighted the 43rd annual convention of the Ontario Chamber of Commerce in Ottawa January 6-7.

Attended by some 175 delegates representing 33,000 business men, the convention, under the chairmanship of A. Roy Courtice of Toronto, called for tight government controls over labour strikes and law enforcement against sympathy walkouts, mass picketing and intimidation of workers in disputes.

In a keynote address to the delegates, Chamber President Ivor Wagner charged that the rights of individual workers were rapidly disappearing in the realm of "big business unionism" operating largely for the benefit of United States "union bosses".

"The matter of labour-management relations is one of growing concern in all sections of the province," he said at the Chamber's opening session. "During the year, we have been faced with serious stoppages of work and production due to industrial disputes.

"In an economy such as ours we guard jealously the right of the individual to express himself freely and to employ his individual skill in a manner which will benefit him most," he went on. "Yet there is every indication that today those rights as far as the individual worker is concerned are rapidly disappearing in the realm of big business unionism."

(In a statement issued January 7, A. R. Mosher, President of the Canadian Congress of Labour, criticized Mr. Wagner's remarks and said that the statement that the rights of workers were rapidly disappearing in the realm of "big business unionism" are "entirely false" and greatly underrate the "intelligence of Canadian workers".)

(Mr. Mosher said that the great majority of organized workers in Canada belong to autonomous unions—self-governing in collective bargaining and other activities—and

that they have individual rights "at least equal" to those of any other group in society.)

Mr. Wagner warned that the continuation of Ontario's industrial progress will depend on the willingness of organized labour to recognize that its responsibility does not end with "the punching of the time clock at the end of the day". He said that labour's responsibilities, like those of management, never cease and that the problems of one are the problems of the other.

The Chamber President said that if labour and capital are to get along together, there must be mutual trust and understanding based "on the needs of each other". He felt that there should be no major labour-management difficulties which "prudent" men could not solve without recourse to the "big stick".

Mr. Wagner added: "Unfortunately, with the gigantic growth and complexity of modern industry, the simple basic principles of capital and labour have been lost sight of and are little understood by the majority of workers."

In a policy statement, adopted by the convention, the Chamber proposed that all strikes be prohibited until they have been authorized by a majority of the employees in a secret, government-supervised ballot held after a "cooling-off" period. The statement also urged that when a strike is called, the minister of labour be empowered to poll the workers secretly to find out whether they wish to return to work.

The policy statement said that sympathetic strikes, strikes due to jurisdictional disputes, mass picketing, intimidation and the secondary boycott are "inconsistent with the Canadian way of life" and that "the provisions of the law should be enforced".

The Chamber's 75-member policy committee adopted a Hamilton resolution calling for a full study of the implications of the guaranteed annual wage on the Canadian economy.

A spokesman for the Hamilton Chamber of Commerce said that the guaranteed annual wage, enunciated by President Walter Reuther of the Congress of Industrial Organizations, originated outside Canada without consideration of the impact it would have on Canadian prices and the markets for Canadian goods.

Referring to the shortage of farm labour, the delegates agreed that if the Canadian farmer was in the position to tolerate short hours and pay high wages, there would be little difficulty in obtaining Canadian farm workers and in keeping farm youth on the farms.

The Chamber predicted that the continuing drift of farm youths to city jobs will make agriculture economically sick and that a sick agriculture "can well be the harbinger of a general depression". It urged that a government body be set up to work vigorously towards a solution of the problem.

Among other important resolutions adopted by the convention were those in which the Chamber:—

Deplored the framing of Canadian labour demands in the United States and elsewhere as an "infringement of Canadian sovereignty".

Expressed opposition to the enactment of check-off legislation and said that labour unions should be responsible for the management of their own internal affairs.

Declared itself opposed to any form of compulsory health insurance and state medicine.

David McDonald, Steelworkers' Chief, Named CIO Vice-president

The executive board of the Congress of Industrial Organizations at the beginning of this month elected a new Vice-president, named three officials to serve on the United States Department of Labor Advisory Committee and announced the date and site of its 1955 convention.

David J. McDonald, President of the United Steelworkers of America, was named a CIO Vice-president to fill the vacancy left by the death in February of James G. Thimmes, a Steelworkers Vice-president.

CIO President Walter P. Reuther, Secretary-Treasurer James B. Carey and Vice-president Joseph A. Beirne were designated to serve on the Department of Labor Advisory Committee, whose formation was announced last November by Secretary of Labor James P. Mitchell (L.G., Dec. 1954, p. 1744).

The CIO's 1955 convention will meet in Buffalo, N.Y., the week of October 17.

9th Annual Convention of the Ontario Federation of Labour (TLC)

Ontario Labour Relations Board criticized. Unemployment and labour unity dominant topics at meeting. A. F. MacArthur re-elected president

Sharp criticism of the Ontario Labour Relations Board, strong support for a merger with the Canadian Congress of Labour and a growing concern over unemployment highlighted the ninth annual convention of the Ontario Federation of Labour (TLC) held in Niagara Falls January 15 to 17. Some 400 delegates representing approximately 250,000 trade unionists in the province considered 110 resolutions during the three-day meeting.

Nearly a quarter of the resolutions criticized the provincial labour board or suggested improvements in its operations.

Although the convention agreed that the Act which brought the labour board into operation was fair, it declared that it was intended to be a court of human relations rather than a court of law. In a statement of policy, incorporating many of the points at issue, the Federation said: "We are somewhat alarmed by the trend of the Board, particularly in the past couple of years, towards the technical and away from the humanitarian approach to labour relations."

A recommendation to appoint a special committee on the province's Labour Relations Act, on a year-round basis, received the unanimous support of the convention.

The TLC Federation asked the Board to make every effort to eliminate delays in reaching decisions. Delays, it said, were hurting unions and aggravating industrial relations which the Act was designed to prevent. One resolution urged that the Board's procedure be changed so that no decision was held up longer than eight weeks. The Federation further asked that the Act be amended to prevent an employer from applying for the decertification of a bargaining unit.

Strong criticism of lawyers who appear before the labour board was raised by Russell Harvey, AFL Representative in Canada and a member of the Ontario board.

"The use of legal labour relations experts is going to create industrial strife," he said. Labour is not pleased "with the introduction of legalisms into labour relations" and was going "to take a stand on it," he declared.

"These lawyers have tried to introduce the atmosphere of a court to labour hearings. Why introduce legalism and references to cases long ago when we have laymen sitting on the board?" he asked.

"If this had been intended, a condition of membership of the Board would be graduation from a law school. Over the years the lawyers have introduced their own jargon which means nothing to the laymen on the Board."

The trade union official charged that with unemployment and by the aid of "would-be legal specialists" some employers were taking advantage of restraining influences in the Act and had been depriving unions of what should be their rights.

Lawyers handling labour disputes were interested only in the fees attached, he said, and their use by management was the "worst kind of intervention". Mr. Harvey further objected to companies having recourse to the courts to challenge a decision of the Board. In courts of law, the judges knew little of the disputes, were "unintentionally socially prejudiced" and were not equipped to handle such cases, he said.

Support for a merger of the Trades and Labour Congress with the Canadian Congress of Labour was emphasized when Federation President A. F. MacArthur declared: "It is to be hoped that the leadership of both segments of the labour movement will work unceasingly and without thought of personality to make 1955 a banner year". Earlier in his keynote address, Mr. MacArthur called upon the delegates to give their full support to the striking CCL auto workers in the Ford plants at Windsor, Oakville and Etobicoke.

Speaking directly on the strike, the Federation head said: "I am sure the delegates appreciate the principles involved and are in full support, morally and otherwise, with the workers in their struggle, and wish them an early and honourable settlement."

Unemployment, particularly at the A. V. Roe, Canada, Limited, where, it was said, 1,100 workers have been laid off, occupied a considerable part of the delegates' time.

The convention blamed the federal Government for the lay-off and, in a resolution telegraphed to Ottawa, condemned the decision to cut back defence production at the plant. The emergency resolution, which was unanimously adopted, charged that the Government had ordered the cutback in order to balance the defence budget. It added that this action had thrown more than 1,000 workers on an already saturated labour market and that unemployment in Ontario had reached dangerous proportions and was threatening the well-being of the province. The convention decided to ask the provincial Government to protest strongly to Ottawa.

President MacArthur criticized the Government for what he termed its failure to take a realistic view of the economic and employment situation. "With the eyes of the world upon Canada," he said, "with capital coming in from Europe and the United States for the purpose of investment in our natural resources, the Government long ago should have taken down from the dusty federal shelves all those extensive work programs it has so long considered."

The TLC official cited bridges, canals in the Maritimes, atomic development, public buildings, hydro schemes and federal and provincial housing projects as "crying needs" at the present time as a means of "bolstering the Canadian economy and providing work for the unemployed".

Mr. MacArthur suggested that the Government should control immigration in relation to the number of jobs available. He further suggested that immigration be handled by the Department of Labour, which is "in a position intelligently to apply a sound policy of immigration control".

Ontario Chamber of Commerce charges that labour unions were run by their leaders and recommendations that strike votes be decided by secret, government-controlled ballots, were denied by the Federation President, who said: "It is quite apparent they have given no consideration to the fact that the vast majority, if not all of our trade unions require a secret ballot before strike action is taken".

Mr. MacArthur said that critics should be told that the trade unions were run by the workers and not the leaders and that it was the former who made decisions.

Trades and Labour Congress President Claude Jodoin, addressing the delegates, said that the aim of both TLC and CCL was to organize the unorganized "rather than enticing members from each other". The TLC head endorsed the Federation's stand on unemployment and on unity with the Canadian Congress of Labour.

The closing day of the convention saw approval by a narrow majority of a resolution calling for an Ontario hospital sweepstake. Two votes were taken at the insistence of delegates to determine accurately the feeling of the convention on this matter. Under the proposed legislation, a provincial lottery would be organized with the revenue being used for the modernization of hospitals.

Federation President MacArthur was re-elected head of the labour organization for the eighth time in the annual elections held at the close of the convention. Others re-elected were Secretary-Treasurer John Hancox and Vice-presidents William Boothroyd and I. M. Dodds.

R. W. Ostling, of Fort William, only new member of the executive, was elected a vice-president.

The convention decided that its 1956 sessions would be held in Toronto.

McGill's Industrial Relations Conference Scheduled for April 18-19

Hon. Milton F. Gregg, Minister of Labour, will deliver the dinner address at the 7th Annual Industrial Relations Conference at McGill University. He will speak on "Social Responsibilities and the Conciliation Process".

The central theme of the conference, to be held April 18 and 19, is "Industrial Conflict and Dispute Settlement". Canadian and United States speakers with special knowledge and interest in the field have been invited to present papers.

Speakers will be Dr. Wilbert E. Moore, Princeton University, who will speak on "The Nature of Industrial Conflict"; Prof. David L. Cole, Cornell University, "Achieving Agreement in Collective Bargaining"; J. C. Adams, Central Ontario Industrial Relations Institute, "The Conciliation Process—a Management Viewpoint"; Eamon Park, United Steelworkers of America (CIO-CCL), "The Conciliation Process—A Union Viewpoint"; and Prof. H. D. Woods, Director of McGill's Industrial Relations Centre, "A Critical Appraisal of Compulsory Conciliation in Canada".

11th Annual Convention of the B.C. Federation of Labour (CCL)

Direct political action to be encouraged, province-wide strike fund to be studied and amendments to Labour-Relations Act to be sought. Provincial Government urged to adopt program to combat unemployment

Direct large-scale political action is to be encouraged for the first time in all British Columbia unions affiliated with the Canadian Congress of Labour as a result of approval given by 125 delegates at the 11th annual convention of the B.C. Federation of Labour in Vancouver January 8-9.

Unemployment, amendment of the provincial labour relations legislation, establishment of a province-wide strike fund, closer co-operation between farmers and labour, the 40-hour week and trade were given prominence in discussions at the two-day convention.

Under the political action program, local unions will be encouraged to set up committees to study legislative matters affecting their members and to encourage participation in all municipal, provincial and federal elections. A provincial political action committee will be established, composed of selected members of the Federation's executive, plus one representative of each local, district or area.

Handbooks and bulletins will be prepared for distribution and advertising will be purchased when necessary to inform the public of political issues. The provincial committee will study financing of the plan and will prepare a "battle plan" for the coming municipal, provincial and federal elections.

Unemployment

"Nothing short of another war" will prevent unemployment in Canada from soaring past the 600,000 mark this winter, Donald MacDonald, CCL Secretary-Treasurer, told the delegates. The Government's "unrealistic" unemployment figures show only a part of the picture, he asserted.

"It's a fair estimate that 400,000 Canadians are out of work right now," he said, "and by March the figure will have risen to half-a-million. There's apparently nothing that can stop unemployment from shooting past 600,000 by early March," he added.

The British Columbia Government was called upon by the Federation to undertake the following program to combat unemployment:—

The provincial Government to make public a clear-cut policy for combating unemployment.

Provincial and municipal governments to make use of the provisions of the National Housing Act which provides for three-level government participation in housing projects.

Government to time public works, where practical, to provide maximum employment with the same principle to be applied to all purchases of goods, services or repairs.

Establishment on a voluntary basis of a provincial advisory committee on unemployment with representation from Government, labour, management and the National Employment Service.

Provincial-municipal co-operation to achieve co-ordinated planning of projects.

Provincial Government to consider the advisability of sending a "government-labour-management goodwill and trade delegation" to all countries "speedily and economically accessible from our Pacific ports" to promote "closer relationships and improved trade".

Increased grants to be made available for research projects to discover new uses for, or new products from, "our natural resources", to speed the building of secondary industries throughout the province.

Federal Government co-operation to be sought for a study of "all factors, including facilities," having a bearing on exports through the province's ports, "to ensure that nothing is overlooked which can improve our exports and trade with countries adjacent to the Pacific Ocean".

Enactment of legislation providing for the 40-hour, five-day week, two weeks' holidays with pay and abolition of blanket overtime permits.

Strike Fund

A province-wide strike fund among all CCL-affiliated unions was approved in principle by the Federation when delegates

agreed to the establishment of a committee to study all phases of such a fund.

Commenting upon the proposed fund, a Federation spokesman said: "We must set up something to replace a plan that is going to fall apart. The old system of collections in plants and on the streets is out-wearing its welcome."

The proposed strike fund will not be available to unions not voting to participate, will be opened only upon the request of a striking union, will apply only to British Columbia and will be administered by a trusteeship of three or five persons.

Other Resolutions

The convention agreed to seek amendment of the "most vicious" sections of the provincial Labour Relations Act. Delegates were urged to get out and campaign for changes in the Act.

Among the resolutions approved were those:—

Condemning the actions of the federal Government in "forcing compulsory arbitration" on railway trade unionists.

Advocating an "ever closer affiliation" between agriculture and labour.

Calling for amendment of the Unemployment Insurance Act in order to increase and extend benefits and to aid workers who are excluded from coverage or whose benefits have been exhausted.

Urging the federal Government to establish a national health insurance plan.

Requesting income tax legislation amendments providing for reduced rates and increased exemptions.

Demanding that the pension allowance granted to old persons and veterans be increased to "at least a minimum of $150 per month".

Calling upon the provincial Government to reduce the period of hours of exemption from the Hours of Work Act on the handling of fresh fruits and vegetables from nine hours per day, six days a week from June 1 to November 30 each year to eight hours per day, six days per week, Monday to Saturday from July 1 to September 30 each year.

Resolutions Not Approved

Two resolutions submitted by the allegedly leftist Marine Workers and Boilermakers Union, Local No. 1, one referring to labour unity and the other to West German re-armament, were not carried by the convention.

The first, calling upon the Federation to go on record as "endorsing" the recent no-raiding pact between the Trades and Labour Congress of Canada and the CCL and urging all affiliates to participate in the pact "to the end that we may have organic unity in the trade union movement in Canada" failed to obtain convention approval.

The second resolution, calling upon the Federation to go on record "as opposed to the re-armament of Western Germany" also did not receive convention approval and was referred back to the resolutions committee.

An executive resolution urging the Federation to participate in the organization of a "non-partisan democratic association for the purpose of imparting information to citizens of the dangerous effects of laws, and encroaching of our democratic freedoms coming into being under the present administration" did not obtain the approval of the delegates.

Election of Officers

Convention elections returned Dan Radford to his post as Federation President. Others elected included J. Morris, 1st Vice-president; W. Symington, 2nd Vice-president; R. Smeal, 3rd Vice-president; and George Home, Secretary-Treasurer.

ILO Director Says 1954 "Probably Best of Post-War Years"

For the world's workers, 1954 was "probably the best of the post-war years," David Morse, Director-General of the International Labour Office, said in a statement issued in Geneva last month.

Incomplete "but convincing" statistics from all parts of the world, Mr. Morse said, showed "modest gains in most of the fields that determine worker well-being". Unemployment was generally reduced, consumer prices remained "remarkably stable", real wages showed modest gains in most reporting countries and the time lost as a result of strikes was very low, he said.

Inflation was confined to a few small sectors of the world's economy instead of being a characteristic feature of most regions, as it had been since 1945, Mr. Morse declared.

50 Years Ago This Month

Ten-hour day and daily wage of $2 to $4 most common for bricklayers and masons half century ago; shorter hours found in Ontario, British Columbia and highest wage, $6 a day, reported from Similkameen, B.C.

The ten-hour day and a daily wage ranging from $2 to $4 were common features of conditions of work among bricklayers and masons in Canada in 1904 and 1905 according to a feature article published in the February 1905 issue of the LABOUR GAZETTE. A survey of 2,519 employers and 2,883 labour organizations, of whom 624 or about 11·5 per cent replied to the Department's questionnaire, revealed that the ten-hour day was most common in the Maritimes and Quebec while in Ontario, nearly one-half of the replies received reported a nine-hour day or shorter.

A breakdown of 287 individual replies concerning hours of work showed that 185 were on a ten-hour day, 82 on a nine-hour day and 20 on an eight-hour day. The bricklayers and masons working an eight-hour day were confined exclusively to Ontario and British Columbia and included the cities of Toronto, London, Niagara Falls, Vancouver, Rossland and New Westminster.

The highest daily wage for bricklayers noted by the Department was $6, which was the current rate in Similkameen, B.C. The lowest daily rate was $1.25-$2 in Edgett's Landing, N.B. Daily wage rates for masons ranged from a high of $6 in Similkameen to a low of $1.50 in Port Hastings, N.S.

Referring to the wage rates quoted in the Royal Commission on Capital and Labour of 1889, the Department noted that bricklayers' wages had increased approximately 21·4 per cent by 1904 while rates for masons had risen by about 16·16 per cent.

In 1889, the ten-hour day was generally prevalent for both classes whereas by 1904 every city surveyed, with the exception of three, reported a nine-hour day.

The high daily wage for bricklayers in 1889 was $3.50-$4 in Quebec city and $2-$3 for masons in Saint John, N.B. Looking back 34 years to 1869, the Department reported that the wages of bricklayers, masons and labourers had doubled and that since 1895 the wage increases had amounted to about 30 per cent.

General industrial conditions in Canada during January were termed "exceptionally buoyant," comparing favourably with December and showing a great improvement over January 1904. Less employment activity was reported from Windsor, Hull, Quebec, Vancouver and Victoria.

Lumbering, mining, transportation and several branches of manufacturing reported increased activity although many branches of trade registered a decline following the holiday season, the GAZETTE reported.

The price of sugar advanced again in January to bring that staple to its highest peak in 15 years, the GAZETTE said. In the opening half of the month, two successive price increases were registered.

A rise of approximately ten per cent in the cost of boots and shoes was forecast and concern was being expressed, particularly in Quebec, at possible rental increases.

Immigration to Canada continued at a high peak in January and shipping and transportation companies reported that the coming season would exceed all others in the number of new arrivals. The GAZETTE said that in no other year had the demand for transportation to Canada been so great before the end of February.

During December, 1,317 immigrants from the British Isles, 1,289 from the United States and 1,062 from other areas were reported to have arrived in Canada.

A slight increase, to seven, in the number of industrial disputes was registered in January, compared with five in the previous month. Of the disputes beginning in the month, two were in the building trades, two in the metal trades and one each in the tobacco industry and transportation.

The loss of time to employees through trade disputes was approximately 2,775 working days, an increase of about 1,150 compared with December but a decrease of 13,700 compared with January 1904.

During the year 1903-04, the conciliation services of the Department of Labour were requested on four occasions, according to the fourth annual report of the Department, which was published in January.

International Labour Organization

8th Conference of Labour Statisticians

Government statisticians from 20 countries agree on ways to define employment and unemployment and on scope, frequency of collection of employment statistics; adopt provisional classification of occupations

Statistical problems and methods connected with the definitions of employment and unemployment, the development of an international standard classification of occupations, and international comparisons of real wages were studied and discussed at the Eighth International Conference of Labour Statisticians convened in Geneva by the International Labour Office November 23 to December 3. The Conference, which meets approximately every three years to consider ways and means of improving labour statistics and increasing their international comparability, was attended by representatives from 20 countries, including Canada.

The Canadian delegation was headed by Dr. Nathan Keyfitz, Chief Research Statistician of the Dominion Bureau of Statistics. He was assisted by Neil McKellar, Assistant Director of the Labour and Prices Division of the Bureau of Statistics, and by Dr. William Dymond, Chief of the Manpower Division, Economics and Research Branch, Department of Labour. In contrast to the usual conferences of the International Labour Organization, which are representative of employers, workers and governments, the Statisticians' Conference consisted only of government statistical experts.

Resolutions defining employment and unemployment and the various ways in which statistics should be classified were approved by the committee established for this purpose. In addition, agreement was reached on the scope and nature of such statistics and the frequency of their collection.

The standards and definitions established are intended to serve as a basis whereby employment and unemployment levels may be compared between various countries. Prompt publication and ready availability of these figures were requested by the committee.

The ILO was asked to prepare one or more manuals relating to employment and unemployment statistics for the guidance of countries in collecting and reporting on these figures and to undertake regular surveys of their experience in this field.

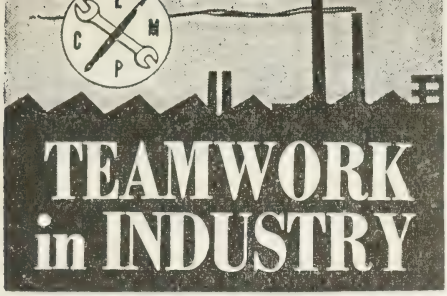
In the committee dealing with occupational classifications, agreement was reached that the basis of classifying occupations should be the trade, profession or type of work performed by the individual regardless of the branch of economic activity to which he is attached or his industrial status. A provisional classification of occupations was adopted by the committee. The ILO was requested to convene a meeting of experts who would draft a final version to be reviewed and adopted by the Ninth Statistical Conference.

One of the major problems in establishing international occupational classifications is in the development of a standard that can be used in common for census purposes and also for migration and placement purposes.

The committee considering real wages, under the chairmanship of Dr. Keyfitz, was assigned the task of devising wage comparisons that would take account of price differences. The three comparisons involved are: changes in level from one point in time to another in a given country, differences in level between countries at a given time and, differences in trends between countries.

In addition to studying the methods of calculating the two components of real wages, money wage rates and price indexes, the committee took account of fringe benefits, unemployment, social security and family allowances.

The committee's resolution pointed out that real wages and the goods and services which can be purchased with wages must be distinguished from the broader concept of the level of living to which they are related. Real wage comparisons between places should also be made on the basis of the price and consumption pattern in each area, the committee added.



Reorganized LMPC Makes Progress

Excellent progress is reported by the LMPC at Irving Pulp and Paper, Limited, of Lancaster, N.B., where the unit was reorganized last February after a period of inactivity.

Employees at the plant are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC).

The committee meets regularly every fourth Monday, at 3 p.m., except during a period of two months in the summer, when vacations make it difficult to get all members together at any specified time.

Meetings are of limited duration and a definite agenda is prepared one week in advance of the meeting, to prevent wasting time on side issues. Any unfinished business is carried forward to the next meeting. The committee has found through experience that a strict time limit for meetings has contributed greatly to the success of the group.

The committee membership is five members from management and seven from employees. Four members are permanent. They are: the presidents of the two locals, the personnel supervisor and the mill manager. Mill Manager C. B. Davies, and C. E. Lynch, representing the employees, act as co-chairmen and, as such, preside at alternate meetings. This plan has been found mutually advantageous.

Subcommittees Operating

Standing sub-committees operating under the guidance of the LMPC total five; they are: safety committee, suggestion committee, recreation and welfare committee, sanitation committee, parking and publicity committee.

Since the safety committee went into operation under the guidance of the LMPC, a reduction of 30 per cent in lost time accidents has been recorded at the mill. The chairman of the safety committee is R. Danells.

Many valuable suggestions for improvements around the mill followed reorganization of the suggestion committee. Four of the ideas submitted earned cash awards for the employees concerned.

The recreation and welfare committee succeeded during the summer months in re-establishing the former interest in softball, and in the fall got the bowling league going in full swing. The bowling league is particularly popular among the employees.

In addition to the foregoing benefits derived from the work of the committee, there have been other advantages gained for both management and employees in the realm of mutual understanding and co-operation.

The committee is entering its second year of operation, confident that its accomplishments in the future will surpass those of the past.

Commonwealth Conference Scheduled

A conference of interest to labour and management throughout the British Commonwealth is scheduled to take place in Oxford, England, in July next year, and will discuss a plan of "humanizing" industry, conceived by the Duke of Edinburgh.

It is expected that the conference will be attended by some 280 men and women between the age limits of 25 and 45, with approximately 190 of them being from overseas and 90 from the United Kingdom.

In order "to preserve the independent character of the conference" governments will not be formally represented there.

The men and women attending from the many countries of the Commonwealth and Empire will have experience in the managerial, technical and operative roles in industry, and the conference will give them the opportunity to find out how their various countries, some with advanced development and others less advanced, can learn from and about one another.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued three certificates designating bargaining agents, ordered one representation vote of employees and granted one application for revocation of certification. During the month the Board received three applications for certification.

Applications for Certification Granted

1. The Canadian Merchant Service Guild, Inc., on behalf of a unit of masters, mates and skippers (boat operators) employed on towing vessels operated by Stone Brothers Limited, Port Alberni, B.C. (L.G., Dec. 1954, p. 1723).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of freight handling and longshoring employees of Clarke Steamship Co. Limited, Montreal (L.G., Jan., p. 60).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Yankcanuck Steamships Limited, Sault Ste. Marie, Ont. (L.G., Jan., p. 60).

Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and The Niagara District Broadcasting Co. Ltd. (Radio Station CKTB), St. Catharines, Ont., respondent (L.G., Dec. 1954, p. 1723). (Returning Officer: R. L. O'Neill.)

Revocation of Certification

J. R. Chorley, Marion Fleming, W. A. Swaffield, applicants, National Association of Broadcast Employees and Technicians, respondent, and Brookland Company Limited (now Frontenac Broadcasting Company Limited) Radio Station CKWS, Kingston, Ont. The application was granted following a public hearing of the parties and the taking of a vote of the employees affected (L.G., Jan., p. 60).

Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Bureau of Safety, Loss and Damage Prevention, Windsor Street Station, Montreal) (Investigating Officer: C. E. Poirier).

2. Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Dominion Catering Company Limited, Yellowknife, N.W.T. (Investigating Officer: D. S. Tysoe).

3. Beverage Dispensers' Union, Local 676, on behalf of a unit of lounge and beverage room employees of the Vancouver Hotel Company Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December the Minister appointed conciliation officers to deal with the following disputes:—

1. Macdonald Hotel (Canadian National Railways) and Local Union No. 857, International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

In December the Minister appointed Harold Perkins to investigate a complaint under Section 44 of the Act affecting the National Association of Broadcast Employees and Technicians, complainant, and the Western Ontario Broadcasting Company Limited (Radio Station and TV Station CKLW).

Settlements Reported by Conciliation Officers

1. Dominion Atlantic Railway Company, Kentville, N.S., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: H. R. Pettigrove) (L.G., Jan., p. 61).

2. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove). (See above.)

Conciliation Board Appointed

Kawartha Broadcasting Company Limited (Radio Station CHEX, Peterborough, Ont.), and the National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1725).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in November to deal with matters in dispute between La Tribune Ltée (Radio Station CHLT, Sherbrooke, Que.), and the Sherbrooke Printing Syndicate Inc. (L.G., Jan., p. 61), was fully constituted in December with the appointment of Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister in the absence of a joint recommendation

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Martitime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

from the other two members, Arthur Matteau and Jean-Louis Gagnon, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61), was fully constituted in December with the appointment of Prof. A. W. R. Carrothers, Vancouver, as Chairman. Prof. Carrothers was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and George Home, both of Vancouver, who were previously appointed on the nomination of the company and the union respectively.

Conciliation Board Reports Received

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Pacific Railway Company (SS. *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441). The text of the reports are reproduced below.

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in June to deal with matters in dispute between the Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1139). The texts of the reports are reproduced below.

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in August to deal with matters in dispute between the Colonial Coach Lines Limited, Montreal, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., p. 1138). The texts of the reports are reproduced below.

Report of Board in Dispute between

Canadian Pacific Railway Company (SS *Princess Helene*) *and* Seafarers' International Union of North America

During December, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Canadian Pacific Railway Company affecting the SS. *Princess Helene*.

The Board was under the Chairmanship of His Honour Judge C. J. Jones, Woodstock, N.B., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur Meagher, Halifax, N.S., and John McGough, Montreal, nominees of the company and the union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Meagher. The minority report was submitted by Mr. McGough.

The texts of the majority and minority reports are reproduced herewith.

The application was heard in Saint John, New Brunswick, on November 26, 1954, before a Conciliation Board consisting of His Honour, Judge C. J. Jones, Chairman; Mr. John McGough, Nominee of the Union; and Mr. Arthur J. Meagher, Nominee of the Employer.

Representatives of the Union present were:—

E. Hughes, General Representative (Maritimes), Halifax, N.S.; Stanley Devine, Chairman, Local Negotiation Committee, Saint John, N.B.; Gerald Dort, Member, Local Negotiating Committee, Saint John, N.B.

Representatives of the Company present were:—

J. R. Strother, District General Superintendent, Saint John, N.B.; H. E. Powell, Assistant District General Superintendent, Saint John, N.B.; Keith Campbell, Assistant to the Vice-President, Toronto, Ont.;

S. M. Gossage, Assistant Manager, Department of Personnel, Montreal, Que.; J. G. Dow, Statistician, Saint John, N.B.

By an agreement entered into between the employer and the Union in 1953, with July 1, 1953, as its effective date, a certain scale of wages was agreed to by the parties. The agreement was to remain in effect for two years from July 1, 1953, but the rates of pay were made retroactive to September 1, 1952. The agreement provided that these rates could be reviewed upon notice at the end of the first year. The necessary steps were taken by the Union to have the rates reviewed, and they are the issue before the Board. The request of the Union is for:—

(1) An increase of monthly wages of $35 across the board for all unlicensed crew members;

(2) An increase proportionate to the wage increase in the stand-by rates; and

(3) An increase of 25 cents an hour in overtime rates.

Briefs were submitted by both parties, and argument and discussion ensued before the Board until 5:00 p.m. on November 26. Neither party suggested any compromise. The Board sat on the morning and afternoon of November 27 to finalize its decision.

It appeared at the hearing that the claim of the Union for an increase was based on three factors:—

(1) That there should be some compensation for the four hours or more that the unlicensed personnel must stay upon the ship after their eight hours of work were completed;

(2) That the cost of living in Saint John has gone up; and

(3) That the officers have received more increases than the men.

The rates of pay provided for under the agreement are based upon a five-day week of eight hours in a stretch of twelve hours per day. The *Princess Helene* leaves Saint John about 8:00 a.m. daily, sails to Digby, N.S., and then returns to Saint John about 6:45 p.m. The crew members are required to be at work from 7:15 a.m. to 7:15 p.m. It is obvious that the crew members must stay on board ship for some time longer each day than the eight working hours.

The undersigned members of the Board are of the opinion that inasmuch as the agreement of 1953 was entered into by mutual consent, and at that time the members of the Union were satisfied and agreed to perform certain services for certain rates of pay, there should be no upward revision of those rates unless we are shown that there has been some change in conditions to warrant it.

There is definitely, as far as we can ascertain, no immediate prospect of increased prosperity in the operations of the *Princess Helene,* nor of the Railway Company as a whole.

The increase in the cost of living in Saint John since the making of the agreement has been too infinitesimal to warrant the increase asked for, or any increase.

Much stress was laid on the fact that in order to work an eight-hour day, the crew members must be on the ship twelve hours a day and that they should be compensated for it. This is, of course, unavoidable, and the agreement recognizes the situation. There has been no change which warrants additional remuneration.

On the hearing, we were forced to the conclusion that the chief bone of contention was that the Union felt that the licensed employees of the ship had received an increase which they did not get. This failed to impress us as a good ground for demanding an increase, where these people were in different categories.

We, therefore, recommend that the rates of pay provided in the agreement, including overtime and stand-by rates, remain the same.

All of which respectfully submitted.

Dated, November 30, 1954.

(Sgd.) C. J. Jones,
Chairman.

(Sgd.) A. J. Meagher,
Member.

MINORITY REPORT

On the 26th day of August 1954, a conciliation Board was appointed to investigate the above dispute. The Board was constituted as follows:—

His Honour Judge Charles J. Jones, Chairman.

Mr. A. Meagher, Company nominee-member.

Mr. J. McGough, Union nominee-member.

Hearings were held in Saint John, N.B., November 25 to 27, 1954.

The Company was represented by:—

Mr. J. Strother, General Superintendent, New Brunswick; Mr. K. Campbell, Assistant to Vice-President, Toronto, Ont.; Mr. J. K. Dow, Statistician; Mr. H. E. Powell, Assistant Superintendent; Mr. S. M. Gossage, Assistant Manager, Personnel, Montreal, Que.

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The Union was represented by:—

Mr. Stan Devine, Local Chairman; Mr. Gerry Dort, Committee Member; Mr. E. Hughes, Port Agent, Halifax, N.S.

The Union requests were as follows:—

(1) An increase in wage rates of $35 across the Board for all unlicensed crew members.

(2) An increase proportionate to the wages increase in the stand-by rates.

(3) An increase in overtime rates of 25 cents an hour.

The case in support of the Union's demands was attributed to the increase in the cost of living in the local area and the dissatisfaction of the employees having to work the 40-hour week in the spread of actual 60 hours aboard ship; or an eight-hour day's work in the spread of 12 hours.

As a Board member, I felt the demands were justified since the Union did not ask for hour by hour overtime for the additional hours, which would no doubt have brought their cash value demands up to a very high figure. The Union requested a token payment of $35 to include the increase in cost of living in the local area and to cover the captivity of hours spent aboard ship.

The Company presented a justified case of inability to pay in my eyes as a Board member by producing facts and figures on their annual financial statement.

The Chairman of the Board did bring to light the fact that even if ships did earn a full capacity of business, it could never be able to show a very successful operating profit. It seems that the two terminals on either end of the voyage are shared by the ship; also the transfer of cargo and express from shed floor to vessel on both ends of the terminal.

As a Board member, I have noted from the Company's brief that they did grant increases when this condition did exist in previous years; therefore, I feel that the situation has not changed with regards to the present case. The ship is a necessary piece of railway equipment and must be borne as like burdens in the Railway's operations.

I therefore feel very justified in recommending the full demand of salary increase by the Union since seamen in the same calibre in the Canadian Great Lakes were granted the full benefits of the forty-hour week as of October 1, 1954.

In the matter of the stand-by overtime increase, I recommend that in this case, the local Dockyard rates applicable to the nature or trade of the employment being done, be paid to these crew members.

The direct overtime requested in demand (3) of this report would be automatically adjusted by the increase in salary.

I was very pleased to observe, Mr. Minister, that the most cordial relations existed between both parties in the dispute at all times, and the spirit of good faith and honest collective bargaining was in evidence in both parties.

Respectfully submitted.

(Sgd.) J. McGough,
Member.

Report of Board in Dispute between

Lakehead Terminal Elevators Association
and
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

The Board of Conciliation appointed pursuant to the Industrial Relations and Disputes Investigation Act in connection with the above dispute consisting of His Honour Judge A. H. Dowler as Chairman, Mr. M. A. MacPherson, QC, nominee of the employer, and Mr. Cliff C. Cooper, nominee of the bargaining agent, held formal sittings in the city of Port Arthur, then in the city of Winnipeg and later in the city of Port Arthur at which the employer was represented by: Mr. W. A. Johnson, QC; Mr. William H. Davison; Mr. W. Scott Neill and Mr. James Fraser; and the bargaining agent was represented by: Mr. F. H. Hall, Vice-Grand President; Mr. J. L. Pateman, General Chairman; Mr. G. Hamilton, General Secretary-Treasurer; Mr. C. W. Hardick, District Officer; Dr. Alfred Stenger, Mr. D. McMillan, President, Lodge 650; Mr. C. G. Seaman, Secretary, Lodge 650; Mr. C. C. McDonald, Member Lodge 650; Mr. M. MacKay, Member Lodge 650 and Mr. J. E. Wilson, Member Lodge 650.

The Lakehead Terminal Elevators Association represents all the elevator companies at the Lakehead.

The last agreements between the parties are four in number in identical terms terminating on the 31st December 1953, between the bargaining agent and the following companies: 1. Manitoba Pool Elevators; 2. Saskatchewan Co-operative Producers Limited; 3. Searle Grain Company Limited; 4. Canadian Consolidated Grain Company Limited; Eastern Terminal Elevator Company Limited; Federal Grain Limited; Fort William Elevator Company Limited; Lakehead Terminals Limited; McCabe Grain Company Limited; National Grain Company Limited; Ogilvie Flour Mills Company Limited; N. M. Paterson & Sons Limited; Superior Elevator Company Limited; United Grain Growers Limited and Westland Elevators Limited.

When the Board heard the presentation made first by the bargaining agent and then the presentation made on behalf of all the elevator companies there seemed an unending number of differences between the contracting parties, so extensive that it seemed to involve practically the re-writing of the whole agreements.

In Winnipeg, when the Board heard the respective replies to the original presentations there still remained a great number of points in issue, alterations or amendments to existing clauses and additional clauses to the present agreements, one point in issue, the schedule of wages.

It speaks very well for the principle of collective bargaining and also for the good sense of the parties that by the time the second meeting was held in Port Arthur the points in issue which had not then been settled were reduced to eleven and before the last Port Arthur meeting concluded all points in issue (alterations, amendments or additions) except the schedule of wages had been settled between the parties by mutual consent so far as the Board is concerned.

The Board is under the greatest obligation to the contracting parties and their representatives before it in that they had been successful in settling all the issues except wages with the result that the field of controversy was very considerably narrowed. The Board expresses to the representatives that appeared before it its heartfelt thanks for their co-operation.

It was unfortunate that the last issue was not also settled. The Board made several determined efforts during the last meeting at Port Arthur to find some formula satisfactory to both parties but were not successful.

During December, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur.

The Board was under the chairmanship of His Honour Judge A. H. Dowler, Port Arthur, who was appointed by the Minister on the joint recommendation of the other two members, M. A. MacPherson, QC, Regina, and C. C. Cooper, Port Arthur, nominees of the Association and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Cooper. The minority report was submitted by Mr. MacPherson.

The texts of the majority and minority reports are reproduced below.

The Board must now on the material filed, including briefs, replies, schedules and exhibits—very little of which might be considered as having evidentiary value—and upon the arguments, make a recommendation on the wages issue.

The main argument of the bargaining agent was that the schedule of wages payable at the Lakehead should be increased so that it would be the same as the schedule of wages paid in Vancouver elevators plus an additional 10 cents an hour to compensate them for an alleged dust hazard.

The main argument of the employer was that the present schedule of wages was adequate and was comparable to other wages paid at the Lakehead for similar occupations.

While it may be true that working conditions in Vancouver elevators are similar to Lakehead elevators—though there was no definite evidence or agreement to that effect—that is only one factor to be considered in connection with this argument. There was no evidence that conditions generally were similar in Vancouver and the Lakehead. It was established to the Board's satisfaction that there is a differential in wages generally between Vancouver and the Lakehead and the parties in the past have apparently recognized that this differential exists. The Board's opinion is that the schedule of wages at the Lakehead elevators should not be the same as the schedule of wages at Vancouver.

No serious effort was made to justify allowing any amount as compensation for an alleged dust hazard. This is apparently an occupational hazard which the employer is endeavouring to remove and in which some considerable progress has been made and the Board hopes that further progress will meet continued efforts. At the present time in any event there was no sufficient evidence supporting this claim and the Board makes no recommendation for any allowance for the alleged dust hazard.

It was established that the pattern used in the past in granting increases across the board had resulted in the narrowing of the differential between wages for unskilled and skilled labour and the Board suggest to the parties that this presents a problem for solution. The evidence indicated that possibly certain employees might not be receiving remuneration consistent with their work but it would be quite beyond the present jurisdiction of this Board to endeavour to find such employees and to undertake to assess what they should receive. The Board realizes that this is a matter which can only be determined after the most careful and reasonable negotiations.

While it may be encumbent upon the employer to pay wage rates which compare favourably with those prevailing for comparable work in the community it does not necessarily follow that the employer is under an obligation to match the highest rate for any occupational classification. Neither of the parties provided the Board with the type of information upon which an analysis of the comparability of wage rates could be made. The material was limited to a schedule attached to a brief presented by the employer and the Board are not fully convinced that it is entirely accurate or reliable. Owing to the very limited material recommendation must be made upon our assessment of and after careful consideration of the lengthy briefs, replies, schedules, exhibits and representations made on behalf of the parties and our appraisal of the circumstances present in this case.

During the discussions the Board suggested to the parties that, in view of the fact that any agreement concluded now would terminate on the 31st of December 1954, it might be wise to contemplate an agreement for a term in excess of one year. We again suggest to the parties to give serious consideration to the execution of an agreement for a term in excess of one year.

Because of the foregoing we respectfully recommend the following:

1. That the wages of all employees covered by the four (4) agreements be increased 3 per cent.
2. That such increase be effective from July 19, 1954, the date upon which the Board was finally constituted.

All of which is respectfully submitted.

(Sgd.) A. H. Dowler,
Chairman.

(Sgd.) Cliff C. Cooper,
Member.

Dated at Port Arthur, Ontario, this 11th day of December, A.D. 1954.

MINORITY REPORT

While I am in agreement in many respects with the majority report I do not agree with the recommendations therein contained respecting wages of the employees represented by the bargaining agent.

It must be borne in mind that the Lakehead elevator system is part and parcel of the agricultural economy. It must also be recognized to what degree agricultural income has shrunk in 1954. In the province of Saskatchewan alone the decrease is in excess of three hundred million dollars but with no corresponding decrease in cost of production—rather an increase. It must also be remembered that almost half the grain handled at Lakehead is by elevators wholly owned by the primary producers who have suffered the loss. Increased costs would be reflected in even more reduced returns. It is to be noted that some of the unions with large memberships on the Prairies have either signed new agreements without any increases or been definitely told that no increases will be forthcoming.

At the Lakehead the basic rate is not out of line with corresponding labour rates and it must be remembered that where rates are higher they are not in industry affected as adversely as agriculture has been this year. To this Board has been remitted many issues. All have been resolved by the parties except wages for 1954. The parties would not leave to us the making of any recommendation for 1955. On the evidence and argument, therefore, I must conclude that in my view the schedule of wages in 1953 should also apply in 1954.

All of which is respectfully submitted.

(Sgd.) M. A. MacPherson,
Member.

Dated at Regina, Saskatchewan, this 13th day of December, A.D. 1954.

Report of Board in Dispute between

Colonial Coach Lines Limited
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

On December 1, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Colonial Coach Lines Limited, Montreal.

The Board was under the chairmanship of His Honour Judge J. C. Reynolds, Kingston, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was A. W. Beament, QC, Ottawa; the union nominee was Pierre E. Trudeau, Montreal.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Beament. The minority report was submitted by Mr. Trudeau.

The texts of the majority and minority reports are reproduced below.

The Board of Conciliation in this matter was constituted as follows:—

Judge J. C. Reynolds, Chairman.

A. W. Beament, Esq., QC, appointed on the nomination of the employer.

Pierre E. Trudeau, Esq., appointed on the nomination of the union.

The Brotherhood had delivered to the employer and subsequently filed with the Board its requests, relating these requests to the clauses of the existing agreement. This was undoubtedly a reasonable and helpful way to make the submission but in the light of the way the agreement is drawn it had the result of being repetitious in matters of detail. We do not think, therefore, that it is useful to go through the detailed requests as put forward. We think it would be more helpful to take the substance of the requests, which can be conveniently broken down as follows:

1. Wages and Hours of Work—Operators.
2. Wages and Hours of Work—Non-operating.
3. Miscellaneous Matters Affecting Remuneration.
   (a) Sick Time Allowance.
   (b) Overtime—Operators.
   (c) Statutory Holidays—Operators.
   (d) Meal Allowance.
   (e) Room Allowance.
   (f) Court Time and Investigation Time.
4. Welfare Benefits.
   (a) Group and Health Insurance.
   (b) Hospitalization Plan.
   (c) Pensions.

General

1. The Board set up by the Minister of Labour met at Montreal on the 21st, 22nd and 23rd days of October 1954, and the 22nd day of November 1954, and received briefs and verbal submissions from both parties to this dispute. During the course of the sittings it seemed to us that the area of disagreement was somewhat narrowed but despite the obvious goodwill on both sides it has become apparent that it is unlikely that the parties can agree at this time.

2. On the 12th of September 1952, the parties entered into a collective agreement which was negotiated during the sittings of a Board of Conciliation. This agreement came into effect retroactively on the 16th of April 1952, and was to continue until the 15th of April 1954, and thereafter until revised or superseded by a new agreement negotiated between the parties. It is the question of the terms of such new agreement which is before the Board.

3. The employer operates an interurban and commuter bus service, mainly in the eastern part of the province of Ontario with a terminus in Toronto, and into the province of Quebec with a terminus in Montreal. Its employees fall into three well defined classes:

(a) bus operators.
(b) maintenance department, and
(c) ticket sales and baggage room employees.

Wages and Hours of Work—Operators

4. The bus operators are paid on a combination of hourly service rate and mileage rate. During the time an operator is moving a bus he receives both the service rate of 43 cents an hour and a mileage rate of .0475 cents per mile for the miles actually travelled. During layovers he receives the service rate only.

The most important matter in dispute is the question of hours of work and rates of pay. The Brotherhood requests a 5-day week for all employees without loss of pay on the present rate and an additional increase in the service rate and in the mileage rate. The result of these increases after the first year of employment would be that the operator would be receiving 61.1 cents service rate and 6.2 cents mileage rate. It also requests certain changes in assigned hours.

5. In considering the question of rates it is important to bear in mind that they must be considered in relation to all fringe benefits. The actual pay rates of themselves do not necessarily tell the whole story. In addition to these increases in pay rates the Brotherhood requested many additional fringe benefits to which reference will be made later.

6. It has not been suggested that there has since the negotiation of the last agreement been any change in living costs in the area affected, which of itself would justify an increase in wage rates. The Brotherhood in its brief made a comparison in which increases in wages since 1946 was related to increases in cost of living during the same period; 1946 was no doubt selected as the arbitrary date most favourable to the Brotherhood's contention. A similar calculation worked from a different year base would give a different result. We are not prepared to go beyond the last agreement freely negotiated between the parties.

7. Another factor which might be of importance is not present in this case, namely, that the extreme prosperity of the company justifies a sharing of this prosperity with its employees. The employer has put in no evidence of inability to pay but has shown clearly that during the last three years there has been a marked drop in revenue. For this purpose the employer took the years commencing in September and ending in August. The revenue for the 1953-54 period had decreased 5·89 per cent over the 1952-53 period, and 9·59 per cent over the 1951-52 period. The employer then filed a supplementary statement regarding the month of September. This showed an even more marked decrease in revenue. There is therefore nothing in the financial picture as shown to us that of itself would warrant an increase in wages.

8. Both parties have supported their submissions by comparison with other operations which they argue were comparable. The principal comparisons relied on by the Brotherhood are set out in their brief and related to Gray Coach Lines. Gray Coach Lines is a wholly-owned subsidiary of the Toronto Transportation Commission and operates basically out of the city of Toronto, where the wage rates generally are higher than in the area in which the employer operates. We had the benefit of the assistance of Mr. James Barker, an officer of the Toronto Transportation Commission, having special knowledge of the operations of Gray Coach Lines. Mr. Barker was good enough to re-calculate many of the comparative figures in the Brotherhood's brief and it appears from these re-calculations that on some typical runs Colonial Coach pays more than Gray Coach Lines would pay, and in others pays less. It is, however, fair to say that over all the rates are closely comparable.

9. The employer compared the wages that would be received at the Colonial rates on certain typical runs of the Gray Coach Lines with the rates actually received by operators of the Gray Coach Lines. These in every case were more favourable to a Colonial Coach operator on a daily basis, and of course were very much more favourable on a weekly basis because of the fact that Gray Coach Lines operates on a 5-day week and the employer operates on a 6-day week. In connection with these latter comparisons, Mr. Robson gave figures showing what would be paid to Greyhound Coach Lines drivers on the same rate. In each case these figures were somewhat higher than those paid by either Gray Coach or Colonial Coach. Again, Greyhound's rates are calculated on a different basis from either of the other two and Mr. Robson, with his usual frankness, admitted that Greyhound's operations were of a distinctly different nature than those of either Colonial or Gray Coach, and that perhaps the comparison was not a completely helpful one.

10. It was the position of the employer that the best basis of comparison was with operations in the same area in which the employer operated, and in which its operators necessarily made their homes. For this purpose schedules were filed making comparisons with:

(a) Gatineau Bus Lines.

(b) Abitibi Bus Company Limited.

(c) Pontiac Bus Lines, all three of which operate out of Ottawa.

(d) Frontenac Bus Lines, operating out of Kingston, and

(e) Four bus lines operating in the Belleville-Trenton area.

These operations are, of course, of much less magnitude than the employer's operation, but in every case the difference in remuneration of the operators is striking.

11. The employer also compared the remuneration of an operator on one of its major runs, namely, Ottawa to Montreal, with the remuneration which would be received by the operators of four other lines, two of which were Gray Coach and Canada Coach. For this run the employer paid $1.64 more than the next highest and $6.12 more than the lowest.

12. The employer also filed with the Board a schedule showing a comparison of the annual earnings of bus operators in its employ for the years 1945 to 1953. This comparison was based on all operators who received 26 pays during the calendar year. It did not, of course, mean that those operators worked the full year. On this basis in 1953 the average operator received $3,982.40 in a range the maximum of which was $5,238.07 and the minimum $2,804.19.

13. In the later stages of the sittings it became apparent that the employees were not pressing for a reduction of hours of work in the operating department. We do not in any event think that there should be a change in these hours of work at this time.

14. Therefore, considering that nothing has happened since the last agreement which of itself would justify an increase in the wage rates, that the wage rates presently paid compare more than favourably with wages paid for similar operations in the same or similar areas, and that the wage rates in fact result in the employees receiving a fair and reasonable annual remuneration, we are of the opinion that there should be no change in the wage rates of the operating department.

15. Before leaving the question of pay we wish to refer to one matter. Mr. Robson pointed out, quite properly, that under the existing system on certain runs men had a very low hourly rate when one divided the daily pay by the elapsed hours. This was caused in cases where an operator had a short run and a very long lay-over. The lay-over hours are unproductive to the employer and relatively unproductive to the employee. We felt strongly during the hearing and it was so expressed that every thing possible should be done to eliminate these unproductive hours, and we urged both the employer and employees to meet in good faith and endeavour to see what can be accomplished in this respect. Theoretically, this might be accomplished by increasing the spare board, by transferring some of these runs from regular runs. Something might also be done to employ drivers in maintenance, ticket office or baggage room during the time they are laid-over. It should, of course, be perfectly clear that no present employee in the non-operating departments would lose employment by any such arrangement and it should also be perfectly clear that any operator temporarily so employed during lay-overs would receive the difference between the service rate and the rate of the job performed by him over and above his guaranteed daily minimum. We think also in this connection that the parties might well consider whether the system of daily minimum is as desirable as the system of pay-period minimum employed by Gray Coach Lines.

Wages and Hours of Work—Other Departments

16. Maintenance department, ticket sales and baggage room employees are paid at hourly rates and are presently working a 48-hour week. In the maintenance department and ticket office and baggage room it is requested that the hours of work be 40 hours a week with no loss in take-home pay and that there be an increase of 10 per cent on the adjusted rate. We are told that this would have the effect of increasing the hourly rate of a first class mechanic from $1.43 to $1.89 and of a senior ticket clerk from $1.47 to $1.94.

17. The question of wages and hours of work in the maintenance department, ticket office and baggage room can well be considered together. After giving careful consideration to the arguments of both sides, we are of the opinion that hours of work should be changed to provide for eleven full 8-hour days in each two-week period and that this should be accomplished without loss to the affected employees of pay over the period. This can be accomplished by increasing the daily rate of each employee by approximately 9·1 per cent. As an example, the first class mechanic who now receives $1.43 would receive $1.56 an hour. It is interesting to note that the first class mechanic with the Ottawa Transportation Commission presently receives $1.54 an hour and works a 44-hour week and that that rate will be increased to $1.56 commencing the 1st of January 1955, with no change in hours of work.

Miscellaneous Matters Affecting Remuneration

18. *Sick Time Allowance*

Article 52 of the existing agreement provides for a sick time allowance to be paid to ticket office and baggage room

employees. The Brotherhood asks that the same benefit be extended to the other employees of the company and we recommend that the submission of the Brotherhood in this regard be accepted.

19. *Overtime*

The agreement provides for overtime at time and one-half to be paid to employees of the non-operating department. The Brotherhood requests that overtime be paid to operating employees performing work after their assigned hours. We recommend that this request be granted. As a matter of mechanics the Brotherhood suggests that this result be accomplished by the addition of Rules (k) and (l) to Article 7. We feel it would be better to have overtime dealt with in a self-contained paragraph of the agreement.

20. *Statutory Holidays*

At the present time eight statutory holidays are granted to the employees of the non-operating departments and six to the employees of the operating department. The Brotherhood asks that the statutory holidays of the operating department be increased by adding Victoria Day and Civic Holiday. The effect of this request is that time worked on these days would be paid for at time and one-half. We recommend that Article 8 of the existing agreement be amended by adding Victoria Day and Civic Holiday. The Brotherhood also ask that employees be paid normal time for statutory holidays not worked and an additional normal day's pay for statutory holidays actually worked. With this we do not agree.

21. *Meal Allowance*

The question was raised regarding meal allowance. The present agreement provides for meal allowance under certain conditions, for ticket office and baggage room employees at the rate of 75 cents for breakfast and $1 for each other meal (see Article 43 (d)), and for maintenance department employees at the rate of 35 cents for breakfast and 75 cents for all other meals (see Article 27 (d)). We are at a loss to understand how this difference in rate can be justified. No allowance is made in relation to meals for operators and we are informed that at an earlier date the meal allowance was incorporated into the rate. It strikes us that this solution was not an equitable one. It is clear that meal allowance, if justified at all, is justified for some employees only. In the spread of the money which would otherwise be available for meal allowances to all employees quite clearly benefits some at the expense of the others. We therefore recommend the acceptance of the amendment to Article 13, Clause 4, Rule (a) proposed by the Brotherhood, subject, however, to the rates being 75 cents for breakfast and $1 for each other meal. We further recommend that the meal rate for the maintenance department be increased to 75 cents for breakfast and $1 for each other meal.

22. *Room Allowance*

A great deal was said regarding the room rent allowance paid under certain conditions on runs of 150 miles or less. It was pointed out that on one run of 151 miles the operator received an additional approximately 5-cent mileage and lost $1 room rent. It is, of course, perfectly clear that in any rule of this kind there must be some arbitrary break-off point. We feel, however, that equity could be done if the parties agreed on a mileage break-off point and a "notch" provision were introduced that would enable the operator to receive his $1. room rent if his mileage were in excess of the agreed break-off point but applying against it mileage and service rate earned over the agreed break-off point.

23. *Court Time and Investigation Time*

We consider the arrangements under the present agreement for remunerating employees for Court time and investigating time to be adequate and recommend no change.

Welfare Benefits

24. *Group and Health Insurance*

We were informed that there is in effect an insured group insurance and sick benefit plan. This is paid for in part by the employer and part by the employee. The employer guarantees that an employee's contribution shall not exceed $2.50 a month. In other words, the employer bears all the cost over and above $2.50 a month for each insured employee. The employer's contribution is admittedly less than 50 per cent the cost of the plan. On the figures shown to us it would appear that if the employee's contribution was dropped to $1.75 a month the contributions of both parties would be approximately equal. We recommend therefore that the insurance and sick benefit plan be continued, that each employee pay a maximum of $1.75 a month and the employer pay the balance of the cost, and that participation in the plan be made a term of employment after six months' service with the employer.

25. We suggest for the consideration of the parties that there is merit in considering the revision of the sick benefit aspect

of this plan to provide more protection in cases of real calamity. At the present time the benefit starts after three days of sickness. We feel sure that at no additional cost if an employee were prepared to carry his own risk for a longer time at the commencement of an illness, it would be possible to either increase the benefits at a later date or extend the period during which he would receive benefits. The provision of sick allowance is an additional factor of importance in this regard.

26. *Hospitalization Plan*

There is at present in effect a voluntary Blue Cross Plan. As we understand it, the employees are the sole contributors to this Plan; the Employer makes the necessary deductions and remits to the society but makes no contribution to the cost of the Plan otherwise. It is our opinion that it is in the interests of both the employees and the Employer that the employees should have protection against the heavy medical cost to which they may be subjected by a serious illness. We therefore recommend the introduction in this Company of a hospitalization Plan (such as Blue Cross) to which the employee would contribute half the cost and the Employer would contribute half the cost of the coverage on the employee. The employee should be permitted to cover his dependents under the Plan but at his own cost. This Plan should be compulsory and participation in it a term of employment for all employees after six months' service with the Employer.

27. *Pension*

We were informed that a Pension Plan had recently been introduced for the salaried employees of the Employer. We are strongly of opinion that the parties should immediately commence negotiations in good faith for the establishment at the earliest possible date of a compulsory contributory Pension Plan, and we hope that before it is necessary to reopen any agreement which may result as the basis of any present negotiation, that such a Plan will have been formulated and put into effect.

Effective Date

28. There appears to be no element in these recommendations which can effectively be made retroactive. We therefore recommend that these changes become effective on the first day of December 1954.

Form of Agreement

29. Throughout our consideration of the matters placed before us we have been impressed by the difficulty of dealing with the existing agreement in its present form. Both in arrangement and draftsmanship it leaves a great deal to be desired. The impression to be gathered by studying it is that it has grown into its present shape by amendments and additions over a period of years. We feel that it should not be a difficult matter to so rearrange and re-write this agreement that it would more clearly express the understanding between the parties and would be immeasurably briefer and less cumbersome in form.

We cannot leave this matter without expressing our appreciation for the help given to the Board by the representatives of both parties to this dispute and our admiration for the spirit of goodwill, good humour and good sense which characterized the proceedings.

Dated this 30th day of November 1954.

(Sgd.) J. C. Reynolds,
Chairman.

(Sgd.) A. W. Beament,
Member.

MINORITY REPORT

The report of your Board of Conciliation in the above mentioned matter was very nearly unanimous. A spirit of fairness and a genuine desire to improve conditions in the industry concerned were the keynotes of the deliberations. Consequently, the conclusions of the Board were reached with unanimity on ten of the eleven items set out for adjudication at the beginning of the majority report.

There was one subject however upon which the members of the Board were unable to agree: that of wages and hours of work for operators. On that, I find that I must dissent, with respect, from the opinions of my colleagues; and my views and recommendations are different from those set out in paragraphs 7 to 15 of the majority report.

It is apparent that the work-week of the employees of Colonial Coach Lines is completely out of line with conditions prevailing in the immense majority of Canadian industries. In Canada, the 48-hour week is rapidly becoming a thing of the past, and the 60- or 72-hour work week is but a grim memory for most Canadians.

For that reason our unanimous recommendation, in the case of the non-operators, for reducing the 48-hour week to 44 with no loss in take home pay, is certainly a step in the right direction, although personally I would have preferred to see it combined with the 5-day week.

(Continued on page 198)

Legal Decisions Affecting Labour

Order requiring seafarers' union to reinstate seaman upheld by Quebec appeal court. B.C. court finds that conciliation report not binding award in a dispute between the city of Vancouver and its policemen

In Quebec, the appeal court, ruling that a seaman discriminated against by his union had exhausted his rights under the union constitution, has affirmed a lower court order requiring his reinstatement.

The British Columbia Supreme Court has ruled that because the constitution of the policemen's union contained no valid provision prohibiting a strike, the conciliation board report in a dispute between the city of Vancouver and its policemen was not a binding award.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . affirms court order requiring seafarers' union to restore membership rights to merchant seaman

On September 27, 1954, the Quebec Court of Queen's Bench dismissed the appeal of the seafarers' union from a Superior Court judgment granting a writ of *mandamus* to a seaman to enable him to obtain his rights as a member in good standing of the union. The seaman had been put on the union's "Do Not Ship" list for no specific given reason and as a result was unable to obtain employment on any ship served by the union.

Mr. Justice McDougall gave the Court's reasons for decision. The plaintiff, a merchant seaman named Droeger, was put on the "Do Not Ship" list by his union, the Seafarers' International Union of North America (Canadian District), on May 30, 1952. After several unsuccessful attempts to obtain from the local administrator of the union a withdrawal of the order, the plaintiff's solicitor wrote a letter to the union demanding that he be reinstated or that such complaint as the union had against him be proceeded with. No reply was received and no action was taken against the plaintiff or proceedings instituted to investigate the rights of the union to bar him from employment. On June 27, 1952, Droeger took proceedings by way of a writ of *mandamus* in order to obtain his rights as a union member. The Superior Court granted the writ on April 20, 1954, and from that judgment the union brought an appeal.

The union's first ground of appeal was that it had a right to maintain a "DNS" list in order to discipline its members. This was a doubtful proposition, in Mr. Justice McDougall's view, but in any case the proof showed no ground for depriving the plaintiff of his rights and the arbitrary action of the local administrator was properly condemned.

The union's second argument was that the plaintiff had failed to comply with the union constitution in making his complaint. Article VI, Section VI, of the constitution provides that no recourse shall be had to the courts until "the remedies provided hereunder and in his or her district or local constitution have been exhausted". The union claimed that under Section II of Article VI a dispute between the plaintiff and a local administrator came within the jurisdiction of the international union and that the plaintiff should have made his complaint to the international headquarters in San Francisco and not to the district headquarters in Montreal. His Lordship quoted Article VI, Section II, Subsection 2, Paragraph 3, which reads:

> Jurisdiction shall be vested in subordinate district of local unions over the following disputes . . . (c) complaints against officers of such district or local unions.

Since the local administrator was an officer of the defendant local union, the plaintiff's complaint was properly made to the union in Montreal, His Lordship stated. In his letter the plaintiff was filing a complaint in writing setting forth his grievance, as provided in Section IV of Article VI.

Since the defendants had done nothing to arrange for a hearing of the complaint as required by Subsection 3 of Section IV, the plaintiff had done everything possible under the constitution to have his grievance decided. Subsection 3 provides that upon receipt of a grievance the body having

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

jurisdiction will fix a date not less than 20 days or more than 40 from the date of receipt of the complaint for a hearing of the grievance. Since this was not done, the plaintiff was not precluded by the constitution from taking court proceedings.

The Court dismissed the union's appeal from the judgment granting Droeger a writ of *mandamus* to compel the union to reinstate him with full membership rights. *Seafarers' International Union of North America (Canadian District) and Others* v. *Droeger* [1954] BR Montreal 792.

British Columbia Supreme Court . . .

. . . holds conciliation report not binding in dispute between city of Vancouver and its policemen

The British Columbia Supreme Court on October 13 granted an application brought by the city of Vancouver for an order that the report of a conciliation board in a dispute between the city and the union representing its policemen was not a binding award. The Court held that the recommendations were not binding because the provision in the constitution of the policemen's union prohibiting a strike by its members was no longer in effect, as a result of the repeal of the Vancouver Incorporation Act.

Mr. Justice Macfarlane gave the Court's reasons for decision, setting out first the facts of the case. The city and the Board of Police Commissioners had in previous years negotiated collective agreements with the City Policemen's Federal Labour Union, Local No. 12. The last agreement was effective for one year from March 1, 1953. In the negotiations for the renewal of this agreement for the period beginning March 1, 1954, a dispute arose between the parties and a conciliation board was appointed in accordance with the Industrial Conciliation and Arbitration Act.

During previous negotiations an arrangement was made between the parties which resulted in an amendment to the by-laws of the union which stated: "No strike of this Union shall be called nor any vote taken relative to a strike so long as Section 336B (1949 Amendments) remains in the Vancouver City Incorporation Act." The Vancouver Incorporation Act of 1921 was repealed by the Act called the Vancouver Charter, which came into force July 2, 1953. In the new Act, Section 181 re-enacts substantially Section 336B of the former Act but not in identical terms. It provides that, where a conciliation board is appointed to deal with a dispute between the city and a union representing the city's policemen, the recommendation of the board is deemed to be an award under the Arbitration Act provided that the union's constitution contains a provision prohibiting a strike by its members. In the case at bar the question arose whether by reason of the repeal of the Vancouver Incorporation Act the provision in the by-laws of the union still prohibited a strike by its members.

His Lordship agreed with the argument of counsel for the union that Section 181 in the new Vancouver Charter substantially re-enacted Section 336B of the old Act but he did not see how it could be said that Section 336B remained in the Vancouver Incorporation Act when that Act had been repealed. The section of the Vancouver Charter repealing the former Act continued the application of the old Act to certain specific matters, none of which exactly described the proceedings in this case. His Lordship did not think that any section of the Interpretation Act served to fill up the gap existing here. The objection was technical and he would be glad to find authority for holding that Section 336B remained in effect but he could find none. Accordingly, the clause in the union's constitution prohibiting its members from striking was no longer effective.

Mr. Justice Macfarlane noted that Section 528B of the Municipal Act provides that the recommendations of a conciliation board are binding upon the municipality or Board of Police Commissioners and upon the municipal firemen or policemen. However, Section 562 of the Vancouver Charter excludes the application of the Municipal Act, except of certain sections not including Section 528B.

Counsel for the union submitted further that the city could not now assert that the recommendations of the conciliation board were not binding because the proceedings before the board had been conducted on the understanding that the union's constitution did prohibit a strike. His Lordship stated that the doctrine of acquiescence did not apply to proceedings before a conciliation board, the findings of which are not binding on the parties until accepted by them, apart from special statutory provision. Under Section 181 of the Vancouver Charter, the recommendations of a board are deemed an arbitration award only where the constitution of the union that is a party to the dispute prohibits a strike. At the time of the proceedings

before the conciliation board, the provision in the constitution of the policemen's union prohibiting a strike had become nugatory by reason of the repeal of the Vancouver Incorporation Act. For this reason the union's claim must fail.

The Court held that the recommendations of the conciliation board were not binding on the city until accepted by it. *Re Vancouver Charter and Vancouver and City Policemen's Federal Labour Union, Local No. 12* [1954] 4 DLR 653.

Recent Regulations, Federal and Provincial

Federal regulations under Disabled Persons Act establish conditions under which costs will be shared with provinces. Regulations under several federal labour Acts have been consolidated and reissued

Under legislation to provide pensions for needy disabled persons, which came into effect January 1, federal regulations were issued setting out the details of the conditions under which costs will be shared with the provinces. Regulations were also issued under the Saskatchewan legislation to implement the plan for assistance to the disabled in that province.

Consolidations of regulations under a number of federal Acts were gazetted in December. Although few changes in substance were made, regulations having a bearing on employment are briefly reviewed below.

Minor amendments were made to provincial regulations relating to apprenticeship in Alberta, overtime pay in Saskatchewan and medical care in work camps in Ontario. Regulations providing for the payment of supplemental allowances to certain recipients of Old Age Security pensions were re-issued in Saskatchewan.

FEDERAL

Aeronautics Act

A consolidation of the Air Regulations under the Aeronautics Act was approved by P.C. 1954-1821 of November 23, gazetted December 8.

Changes in wording and arrangement were made in the section which deals with the licensing of crew members but the provisions are unchanged except that immigrants are now permitted to obtain licences. However, the licence will lapse if the immigrant does not become a Canadian citizen within five years of his arrival. As before, licences may be granted to citizens of other states which grant the same privileges to Canadian citizens. The licence fee remains five dollars.

The section prohibiting a person from flying as a crew member while under the influence of alcohol or a drug now extends the prohibition to a person aware of being under any physical disability that might render him unable to meet the requirements as to physical condition for the issue or renewal of a licence.

The Minister of Transport may make directions specifying the various classes of licences and permits that may be issued under the regulations; the duties and functions that may be carried out by the holder of a licence; the kinds of aircraft and the types of aircraft operations in which a licence is valid; the qualifications as to age, physical condition, knowledge, experience and skill of persons to whom licences may be issued; and the nature of the examinations and tests to be undergone and information to be submitted by any person applying for the issue, renewal or variation of a licence.

Disabled Persons Act

The Disabled Persons Act passed in 1954 (L.G., Sept. 1954, p. 1295) was proclaimed in force January 1, 1955. Regulations under the Act, also effective January 1, were approved by P.C. 1954-1831 of November 23, gazetted December 8.

The Act authorizes the federal Government to make an agreement with any province to pay 50 per cent of a pension of up to $40 a month to a needy person between the ages of 18 and 65 years who is totally and permanently disabled.

The regulations specify the conditions which constitute total and permanent disablement; set out the information to be presented in making application for an allowance and the documents which will be accepted as proof of disability, age, marital status, and residence in Canada; and

establish what will be considered as income and when the allowances are to be paid. The federal authority responsible for administering the Act and regulations is the Director of Disabled Persons Allowances in the Department of National Health and Welfare.

For the purpose of receiving an allowance under the Act, a person will be considered totally and permanently disabled only when (a) he is suffering from a major physiological, anatomical or psychological impairment, verified by objective medical findings; (b) the impairment is likely to continue without substantial improvement during the lifetime of the person and is one to which the concept of cure cannot be applied; and (c) as a result of such impairment the person is severely limited in activities pertaining to self-care and normal living, such as being (i) bedridden or chairfast; (ii) unable to leave home without being accompanied by another person; (iii) normally in need of care and supervision for one or more of such self-care activities as dressing, body hygiene or eating; (iv) unable to perform such routine activities as climbing a short stairway or walking a limited distance on a level surface; or (v) certified by a qualified physician to be under medical instructions to forbear from routine activities of the kind mentioned.

However, the regulations state that a person will not be considered to be totally and permanently disabled where a favourable rehabilitation prognosis is obtained or approved therapeutic measures are recommended by the provincial authority and the requisite rehabilitation services or therapeutic measures are available.

A pension will be paid to a patient in a hospital, nursing home or other private, charitable or public institution only under certain conditions. A person to whom an allowance has been granted will receive payment for periods in a hospital not exceeding 62 days in a calendar year, and for an unlimited period if he is a patient for the purpose of rehabilitation or therapeutic treatment approved by the provincial authority. A recipient who is a patient or resident in a nursing home or a private, charitable or public institution may be paid the allowance if the whole or the greater part of the cost of his accommodation there is being paid on his behalf by members of his family.

An application for an allowance may be made by any totally and permanently disabled person who has attained the age of 17 years and six months. The form and contents of the application may be prescribed by the provincial authority but every application must state the full name of the applicant, the present address, the place and date of birth, places of residence for the preceding ten years, the time at which the applicant first considered himself to be totally and permanently disabled and the nature of his disability, if known. It must also state the present occupation, if any, of the applicant and his spouse and his occupation before he became disabled, the income and means of subsistence of the applicant and his spouse, and the particulars of any real or personal property apart from household furnishings and personal effects owned by the applicant and his spouse at the date of application, as well as any property transferred to any other person within the five years preceding the date of application.

Applications must be made to the authority administering the disabled persons legislation in each province. In provinces where there was legislation providing for pensions to disabled persons before the coming into force of the federal Act, i.e., Newfoundland, Ontario, and Alberta, the provincial authority may, with the consent of the Minister of National Health and Welfare of Canada, consider an application made under the provincial legislation as an application under this Act. In such cases the disabled person is not required to make a new application and the provincial authority is not required to make the investigation provided for in these regulations. However, this provision does not authorize the provincial authority to grant an allowance to any person not eligible under the federal Act and regulations.

When making application for an allowance a disabled person must submit a medical report, signed by a qualified physician, in such form as may be prescribed by the provincial authority. The report must state the nature, extent and prognosis of the disability, the findings upon which the diagnosis and prognosis were made, the limitations in function imposed by the disability, any other pertinent information concerning the disability, including any relevant recommendations for treatment, and any other information required by the provincial authority. The provincial authority must consider this report before determining whether an applicant is totally and permanently disabled and must make any medical investigation it considers necessary. At least once a year it must cause such

further medical review or investigation as the nature of the recipient's disability may require.

In addition to having the medical investigation made, the provincial authority must require an investigation into the facts and circumstances set out in each application. The investigation is to be made by an investigator employed by the provincial authority or by a duly authorized representative of another agency who is recommended by the provincial authority and approved by the federal Minister. The investigator must personally interview the applicant. A report must be made respecting the physical activities that the applicant is able to perform without assistance and any other matters necessary to determine the eligibility of the applicant for an allowance.

The investigation must be made not sooner than four months before the date of the proposed commencement of the allowance, except that the provincial authority may extend this period to six months during the first year the program is in operation or at any time where the applicant lives in a part of Canada accessible only at certain times in the year. Annual investigations are required after an allowance has been granted.

The regulations also set out the evidence to be furnished as proof of an applicant's age, marital status, and length of residence in Canada. The evidence required is the same as under the Old Age Assistance Regulations (L.G., 1952, p. 310).

The means test for recipients of a disabled persons pension is also the same as for recipients of old age assistance. The income limits set by the Act are $720 a year in the case of a single person, $1,200 a year in the case of a married person living with his spouse, and $1,320 a year in the case of a married person living with a blind spouse. Income includes the pension itself and any allowance paid to the spouse under the Old Age Assistance Act, the Blind Persons Act or the Old Age Security Act, the interest from any real or personal property, and the value of board and lodging furnished free or for a nominal charge. The agreement made between the federal Government and a province regarding the payment of pensions may provide that certain types of assistance will not be included in calculating income. These include mothers' allowances, family allowances, supplementary allowances provided by any province to recipients of old age assistance, blind persons pensions or old age security, pay assigned by a member of the armed forces on active service, direct relief paid by the municipality or the province or a registered charitable organization in an amount considered reasonable by the provincial authority, small casual gifts, contributions other than for ordinary maintenance to recipients or their spouses requiring special care, any amount considered reasonable by the provincial authority received by a blind spouse for the purpose of obtaining a guide, and the income value determined as provided in the regulations from an amount up to $500 of the cash surrender value of life insurance.

The regulations specify the manner in which the provincial authority must determine the amount to be considered income from real and personal property. The provincial authority must examine the particulars of any transfer of property by the applicant or his spouse during the five years preceding the application or at any time subsequently, and if it decides that the transfer was made for the purpose of qualifying for an allowance or for a larger allowance must include such property in calculating the income of the applicant. A recipient is required to report immediately to the provincial authority any increase or reduction in the amount of his income or property. If he desires to apply for an increase in his pension, he must notify the provincial authority and furnish all necessary information.

Where board and/or lodging is provided to the recipient free or for a nominal charge, an amount which would be a fair and reasonable charge must be considered as income. The amount considered as income for lodging may not be less than $10 monthly for an unmarried recipient and $15 monthly for a married recipient and his spouse; for board, it may not be less than $20 monthly for an unmarried recipient and $30 monthly for a married couple; and for board and lodging, it must be at least $30 a month for an unmarried recipient and $45 a month for a married couple.

The provincial authority may appoint a trustee for a recipient who is unable to look after his own affairs or who is likely to use his allowance otherwise than for his own benefit, and may pay the allowance to the trustee. The trustee is required to keep accounts and make returns to the provincial authority on request. Where the trustee is an officer of an institution in which the recipient is living, the provincial authority may authorize the trustee to pay to the institution what the provincial authority considers a reasonable sum for

the maintenance of the recipient but shall require the trustee to allow the recipient a reasonable amount for his personal use.

The payment of an allowance will be suspended while a recipient is absent from Canada, or is serving a prison term of more than 30 days, or is not complying with the Act and regulations. However, the provincial authority may continue payment during a period of absence from Canada of not more than 92 days, if satisfied that the circumstances justify it. If an allowance has been improperly paid as a result of the withholding of information or misrepresentation or any other cause, the provincial authority may either recover the amount from the recipient or suspend payment until the amount paid improperly has been recovered.

Explosives Act

Several changes were brought into effect by a consolidation and revision of the Explosives Regulations, approved by P.C. 1954-1801 of November 23, gazetted December 8. Many were merely changes in wording or rearrangement of sections but some parts of the regulations were expanded. Provision is now made for an Explosives Transportation Permit which must be obtained from the Minister to transport explosives in quantities exceeding 4,000 pounds. The permit may authorize the transportation of up to 10,000 pounds, subject to certain restrictions.

The regulations govern the authorization and testing of explosives, the manufacture, storing, transportation, sale and importation of explosives, and the conditions to be observed in factories and magazines.

Part VI of the regulations, which governs transportation by road and private railway, was expanded to include greater precautions. All persons engaged in the loading, unloading or transportation of explosives must observe all due precautions for the prevention of accidents by fire or explosion, and for preventing unauthorized persons from having access to the explosives. Among the precautions is a section forbidding anyone to smoke while on, in or attending a vehicle containing an explosive. The prohibition formerly applied only within cities, towns and villages. The provisions stating that a vehicle transporting explosives must be in the exclusive charge of and attended by some competent person now specify that the person must not be under 21 years of age. When it is necessary to keep a vehicle moving on the road in excess of ten hours, two licensed drivers, not under 21 years of age, must accompany the vehicle.

As previously, no person under 16 years of age may be employed in or enter any danger building except in the presence of and under the supervision of some responsible person over the age of 21 years. The sections of the regulations governing factories and magazines retain the provisions prohibiting smoking or the possession of matches or other fire-producing devices except in the areas, if any, where it is allowed by the Minister of Mines and Technical Surveys.

Financial Administration Act

Consolidations of the Prevailing Rate Employees General Regulations, the Ships' Crews Regulations and the Ships' Officers Regulations were gazetted December 8 and became effective December 1. The consolidated regulations do not in any way revise the conditions of employment.

The Prevailing Rate Employees General Regulations (L.G., March 1954, p. 417; June, p. 859, and August, p. 1157) were approved by Treasury Board Minute T.B.478800 of November 10. The Ships' Crews Regulations and the Ships' Officers Regulations (L.G., Sept. 1954, pp. 1304 and 1305) were approved by T.B.478801 of November 10 and T.B.478900 of November 18, respectively.

Industrial Relations and Disputes Investigation Act

Regulations under the Industrial Relations and Disputes Investigation Act were consolidated and approved by P.C. 1954-1727 of November 18, gazetted December 8. No changes were made (L.G., 1949, p. 55; 1950, p. 891, and 1952, p. 946). The Industrial Relations and Disputes Investigation Regulations appear as Schedule I and the Rules of Procedure of the Canada Labour Relations Board as Schedule II.

Public Works Health Act

Public Works Health Regulations were authorized by P.C. 1954-1913 on December 8, 1954, and gazetted on December 22, 1954. These regulations replace and revoke previous regulations made by P.C. 416 on February 25, 1930.

The Public Works Health Act authorizes regulations to be made "for the preservation of health and the mitigation of disease" among persons employed in the construction of public works. Public work is defined to include "every public work of Canada, every railway, canal, bridge, telegraph and other work within the legislative authority of the Parliament of Canada".

Like the regulations which they replace, the new regulations mainly require that living quarters provided for the accommodation of employees by a company engaged in the construction of a public work be kept in a sanitary condition, and that medical services be provided if more than 75 workmen are employed.

Camps must be operated in accordance with every recognized standard of sanitation. Certain requirements are set out to prevent overcrowding and to ensure adequate cleansing and disinfecting of premises. Rules are laid down as to location of kitchen and dining quarters, water supply, refuse and garbage disposal facilities, and latrines. The necessary equipment to insure proper heating, ventilation, protection from vermin, and sewage disposal must be provided, and the camp, together with its sanitary equipment and appliances, must be kept in a good state of repair and cleanliness.

The regulations stipulate that no person who suspects or knows himself to be suffering from a communicable disease shall serve in any capacity in the preparation or serving of food. A company is prohibited from employing any such person in that capacity.

The Minister of National Health and Welfare is responsible for the administration of these regulations through the Division of Public Health Engineering of the Department. The Chief of that Division or any officer designated by him is named Public Works Health Officer for the purposes of the regulations.

The Public Works Health Officer may visit and inspect any camp at any time and it is incumbent upon the management to give him every assistance possible. Upon his recommendation, the Minister may order a camp to be vacated if it is, in his opinion, unfit for human occupation. The expiry date of such an order may now be stipulated in the order itself. Previously the regulations provided that the order must be obeyed within two weeks.

To carry out its obligation to provide medical care for employees living in work camps, a company is required to appoint at least one medical officer for every 500 employees within a territory of 30 miles, and to furnish him with transportation, drugs and medical supplies. The company must also maintain a small isolation hospital and, if there is no hospital within a reasonable distance, may be required by the Public Works Health Officer to establish a temporary hospital under the direction of a medical officer. The medical officers must visit the camps under their care at least once a month.

To help cover the costs of these medical services, the company may deduct from each employee's wages a fee of $1 a month. In return for this contribution each contributing employee is entitled, without additional charge, to any medical and hospital services required. Where employee contributions are insufficient to cover the cost of medical expenses, the Minister may direct the contractor to contribute.

The medical officer is required to familiarize himself with the regulations, to report violations to the Public Works Health Officer, and to make recommendations regarding sanitation in camps and at public works projects.

Every contract let for a public work must contain the express condition that it is made subject to compliance with these regulations. The sanitary requirements prescribed for a camp are also applicable to a public work to the extent that compliance with such requirements is feasible. The Public Works Health Officer may require the correction of any particular unsanitary condition in a camp or in any public work. The new regulations require that on the cessation of any camp or public works project the grounds and buildings must be left in a clean and sanitary condition.

The revised regulations do not differ greatly in substance from the 1930 regulations which they replace. The Public Works Health Engineering Division now carries out the functions previously assigned to "inspectors". The provision for a Board of Health on each project made up of the inspector, the sanitary engineer, the medical officer, and the government engineer in charge of the project, has been deleted. Also, specific provision is no longer made for dealing with complaints from persons aggrieved by non-fulfilment of the regulations.

Trade Unions Act

A revision of the regulations under the Trade Unions Act was approved by P.C. 1954-1857 of December 1, gazetted December 22. They prescribe the forms to be used by trade unions in applying for registration or in making annual returns respecting receipts and expenditures, alterations of rules and changes of officers.

A new provision sets out a procedure by which the Registrar may cancel the certificate of registry of a trade union which ceases to be a trade union under the Act or withdraw a certificate at the request of a trade union.

The fee for registering a trade union remains four dollars and for registering alterations in rules, two dollars.

War Veterans Allowance Act

The War Veterans Allowance Regulations were consolidated with little change and approved by P.C. 1954-1754 of November 18, gazetted December 8. No new provisions were made in the section dealing with the payment of unemployment insurance to unemployed veterans (L.G., 1952, p. 1233).

PROVINCIAL

Alberta Apprenticeship Act

The regulations made by O.C. 1283-54 and O.C. 1284-54, covering apprentices in the painting and decorating trade and in the sheet metal trade, were amended on November 26 by O.C. 1620-54 and by O.C. 1621-54, gazetted December 15, 1954.

The regulations were amended to provide that there shall be a fee of $3 for the examination and certificate in each trade. Previously provision for this fee was made in the general regulations which cover all trades.

Ontario Public Health Act

The regulations under the Ontario Public Health Act requiring medical services to be provided in camps in territorial districts without municipal organization have been declared not to apply to camps which house workmen employed by a railway company. The regulations require employers to provide medical, surgical and hospital care for their employees and maintenance during treatment. (L.G., Jan. 1954, p. 124.)

Railway camps were declared exempt by an amendment approved by O.Reg. 189/54 on November 4, gazetted November 20.

Saskatchewan Disabled Persons' Allowances Act

By an Order in Council under the Disabled Persons' Allowances Act (O.C. 2774/54) made December 17 and gazetted December 24, the Saskatchewan Government has authorized the Minister of Social Welfare and Rehabilitation to enter into an agreement with the federal Government providing for joint payment of a monthly pension of $40 to needy persons over 18 years of age who are totally and permanently disabled and has approved the form of the agreement. By O.C. 2773/54 of the same date regulations were issued to govern the payment of the pensions. The agreement and the regulations are effective from January 1.

Under the terms of the agreement, a $40 pension is payable to a disabled person resident in Saskatchewan who qualifies under the federal Act. In cases where the maximum allowance of $480 a year added to the recipient's other sources of income would make his total annual income exceed the specified limits, the pension will be reduced accordingly. All the types of assistance listed in the federal regulations which may be excluded in calculating annual income are excluded under the Saskatchewan agreement.

The Province of Saskatchewan agrees to pay a pension to a person receiving a pension from another province who transfers his residence to Saskatchewan, and to reimburse another province to the extent of 50 per cent of the pension of a recipient who, during the last 1,095 days that he was in Canada before reaching the age of 18 years or before applying for a pension, spent a greater number of days in Saskatchewan than in any other province. If a disabled person receiving a pension from Saskatchewan moves to another province which has no pension agreement the pension will be continued. If a recipient moves out of Canada, his pension will be discontinued but will be resumed if he returns to Canada.

The agreement also provides that the province will make statutory provision to ensure the proper carrying out of the provincial law, to provide that no pension shall be subject to alienation or transfer by a recipient or to attachment or seizure in satisfaction of any claim against him, and that the receipt of an allowance shall not by itself disqualify a person from voting in a provincial or municipal election. The province is required to furnish without charge to any other provincial authority a birth certificate of any recipient born in Saskatchewan, and to keep available proper records and accounts for examination by federal officials. Where a recipient or his spouse has transferred any property within the five years preceding the date of application for an allowance, and it appears that the consideration for it was inadequate or that the transfer was made for the purpose of qualifying for an allowance or for a larger allowance, the provincial authority will include the property in calculating the applicant's income.

The regulations approved under the Disabled Persons' Allowances Act name the Social Welfare Board as the authority charged with the duty of considering applications for allowances and determining the amounts to be paid. The Board is required to meet as often as occasion requires but

at least once a month. In addition to determining the merits of applications for allowances and increases or decreases and approving all payments made, it has the duty of advising the Minister of Social Welfare and Rehabilitation respecting the administration of the Act and regulations.

The Director of Public Assistance must inquire into the merits of all applications for allowances and advise the Board as to the expediency of granting, continuing, altering or withdrawing an allowance.

Every applicant for an allowance must complete an application in the form prescribed by the Director, and return it with the required documents to the Director's office or a regional office of the Department of Social Welfare and Rehabilitation.

All applications and the accompanying evidence are to be referred to the Disability Certification and Rehabilitation Review Committee, appointed by the Minister and composed of two qualified medical practitioners, one of whom is appointed by the Government of Canada, as well as a social worker and such other persons as are deemed advisable. After examining the medical and social reports for each person the Committee must issue a certificate stating either that the person is or continues to be totally and permanently disabled or that he is not. If the Committee is unable to come to a decision on the question because of lack of data, it must request whatever additional examinations or information it considers necessary. If the Committee cannot reach a decision because of a difference of opinion of its medical members, it must recommend an impartial, qualified medical practitioner to act as a referee and his decision shall be final. The Committee has discretion to recommend the deferment of the payment of an allowance pending an exploration of rehabilitation services to the recipient. In every case the Committee must make a report and recommendations to the Director.

When a recipient reaches the age of 70 years and it is shown to the satisfaction of the Government of Canada that he qualifies for a pension under the Old Age Security Act, his disabled persons allowance will be discontinued on the last day of the month in which his 70th birthday occurs.

Saskatchewan Hours of Work Act

A further amendment to three orders under the Hours of Work Act in Saskatchewan extended once again the period during which an exception from the 44-hour weekly standard set by the Act is permitted. The period, which was to have ended November 30, was extended to January 31, 1955, by O.C. 2539/54 of November 16, gazetted December 3. The exception permitted a 48-hour week without payment of overtime.

The three orders cover shop and office employees in 83 listed towns and villages with between 300 and 500 inhabitants and employees *other than shop, office and factory employees* in 140 listed places with a population of more than 300, excluding cities but including the nine larger towns. (L.G., 1953, p. 1192.)

Saskatchewan Social Aid Act

The regulations under the Saskatchewan Social Aid Act which provide for a supplemental allowance to certain recipients of pensions under the Old Age Security Act (Canada) were replaced by regulations approved by O.C. 2547/54 of November 16, gazetted December 3.

The main provisions of the regulations are unchanged (L.G., 1952, pp. 316 and 621; 1953, p. 116). The maximum allowance remains $2.50 a month. The new regulations set out the duties of the Director of Public Assistance with respect to payment of the allowances and define what will be considered income for the purpose of determining eligibility.

Mine-Mill Union Denied All Benefits of Taft-Hartley Act

The United States National Labor Relations Board early this month dismissed unfair labour practice charges against an employer because the union making the complaint was not in compliance with the provision in the Taft-Hartley Act requiring union officials to sign non-Communist oaths.

The Board ruled that Maurice E. Travis, Secretary-Treasurer of the International Union of Mine, Mill and Smelter Workers, had admitted to the union's membership that he still supported the Communist Party after he had signed the required non-Communist affidavit. The ruling deprives the union of all "further benefits" of the Act.

Changes in Australian Stevedoring Legislation

Amendments provide for committee of inquiry to examine organization and operation of stevedoring industry and change system of recruiting labour at docks; union loses exclusive right to provide workers

In Australia, recent amendments to the Stevedoring Industry Act, 1949, provided for the appointment of a committee of inquiry to examine the organization and operation of the industry and changed the system of recruiting labour at the docks. Since 1947, continuing a wartime arrangement, the union concerned with waterfront employment, the Waterside Workers Federation of Australia, has had the sole right, conferred upon it by statute, to provide the number of men needed to fill the quotas set for the various ports by the Australian Stevedoring Industry Board. Henceforth, where a quota for any port is unfilled and new workers are required, the Board will ask the employers to fill the number of vacancies which it will indicate to them.

Under the Australian Constitution, the Commonwealth Parliament has power to make laws with respect to "trade and commerce with other countries, and among the States" and Section 98 declares that this power "extends to navigation and shipping, and to railways the property of any State". Since stevedoring is part of the operation of trade and commerce, the federal Parliament is competent to legislate in this field.

In 1947 legislation was enacted providing for the setting up on a permanent basis of a Stevedoring Industry Commission to continue in peacetime the functions performed by the wartime waterfront authority appointed under national security legislation. In 1949 new legislation was passed abolishing the Stevedoring Industry Commission and making provision for its replacement by the Australian Stevedoring Industry Board. The Board consists of a chairman and two other members who are appointed by the Governor-General and whose qualifications for office are not defined in the Act. No provision was made for the representation on the Board of shipowners or the Waterside Workers Federation, as under the 1947 legislation.

Generally speaking, the duties of the Board are similar to those with which the earlier Commission was charged, except with respect to the settlement of industrial disputes. The Board's general function is described in the Act as that of "securing the speedy, safe and efficient performance of stevedoring operations". In particular, its functions are to regulate and control the performance of stevedoring operations, in so far as those operations are performed in the course of trade and commerce with other countries or among the States; to develop port facilities in connection with stevedoring operations, including the introduction of mechanized methods of handling cargo; to provide sufficient waterside workers at each port; to ensure that waterfront labour is used to the best advantage; to pay "attendance money" to waterside workers (a payment to workers who are available for employment on a certain day but who are not actually engaged for work on that day); to establish and administer employment bureaus; to train persons in the loading and unloading of ships; to provide medical services and amenities for waterside workers; and to publish information relating to the industry. The Board is empowered to make orders which have the force of law.

Jurisdiction to prevent or settle, by the method of conciliation or arbitration, industrial disputes extending beyond the limits of any one State in connection with stevedoring operations, which under the 1947 legislation was exercised by the Stevedoring Industry Commission, was by the 1949 Act vested in the Commonwealth Court of Conciliation and Arbitration. The Court is also empowered to regulate industrial matters incidental to stevedoring operations to the extent that those operations relate to trade and commerce with other countries or among the States, whether or not an industrial dispute reaching beyond the limits of any one State exists in relation to those matters. Jurisdiction, both as to disputes and industrial matters, is to be exercised by a single judge who may, however, refer any question of law to the full Court.

The Board is responsible for registration of employers and of waterside workers and may determine port quotas of registered workers. An unregistered employer is precluded from engaging workers in the industry and unregistered persons may not be employed as waterside workers. The legislation provided, further, that, except at such ports as the Board should determine, a waterside worker may not be registered

under the Act unless he is a member of the Waterside Workers Federation of Australia. Thus control of the engagement of labour at the docks has been entirely in the hands of the union.

In introducing the amendments, the Minister for Labour and National Service emphasized the complexity of the problems which had always beset the industry. Stevedoring was one of the few remaining casual industries and the efforts that had been made from time to time to work out a system of permanent engagement had proved fruitless. He recalled that when the Labour Government had introduced the 1947 Act it had frankly admitted that the legislation was an experiment which would have to be reviewed by Parliament if it should not be a success. He contended that the scheme had failed and that the union's assurances that it would maintain an adequate supply of labour in return for its monopoly of employment on the waterfront had not been observed.

The Minister stated that the Government shared the general view that unwarranted delays, unnecessarily slow loading rates, a slow "turn round" of shipping and frequent and unnecessary stoppages of work had imposed on the consuming public burdens that they should not have had to bear. Freight rates had increased out of all proportion to the general rise of costs in the post-war years.

The Minister said that the amendment changing the procedure of recruitment would not affect in any degree the employment of the 27,000 men registered as members of the stevedoring industry. The only persons who would be affected were newcomers to the industry and they would be allocated in each port as previously, with the Stevedoring Industry Board exercising its present role of determining the quotas to be filled at various ports.

When the number of waterside workers at any port is less than the quota, new workers are to be added to the register on the application and recommendation of an employer registered at the port. The Board is required to notify the branch of the union in the port of its intention to register a person nominated by the employer, since normally such persons enter the union as members. If the union does not make any objection within the 14 days prescribed or if its objection is disallowed, the Board will register the applicant as a waterfront worker, but only if he is a member of the union or satisfies the Board that he has applied for union membership and provided that he satisfies the requirements of the Board as to age and physical condition.

As regards the Committee of Inquiry, the Minister stated that the Government considered that an impartial and objective fact-finding inquiry would be useful. It had in mind, he said, a committee of three members, the chairman to be, preferably, a person with legal qualifications, although not necessarily a judge, one member to be representative of management generally and the other to be representative of labour, but not drawn from the union concerned.

The Committee is to inquire into and report to the Minister upon the facts relating to the functioning of the stevedoring industry and the factors affecting its efficiency; the arrangements for the regulation and control of stevedoring operations and of persons employed and for the settlement of disputes and the maintenance of discipline in the industry; the costs of or connected with stevedoring operations; and the increases in freight rates.

The amending Bill aroused a stormy debate in both Houses of Parliament. Two amendments moved by the Leader of the Opposition failed to pass. The first proposed that the provisions of the Bill changing the recruitment method should not come into operation until 14 days after the submission of the report of the Committee of Inquiry; the second would have empowered the Committee to inquire specifically into the profits of the companies or persons engaged directly or indirectly in stevedoring operations. During the Senate debate the Bill was amended to make it clear that the Committee should investigate the profits of stevedoring companies and shipowners.

The Leader of the Opposition charged that the Bill provided for a complete revolution in the methods of engaging labour on the waterfront and that it represented an attempt by monopoly groups to protect their own interests by altering a system which had been in operation for seven years. He quoted a 1952 report made after an earlier inquiry into the industry, which he stated had not been implemented by the Government, which had recommended improved port facilities and other measures to remedy causes for delay and which had found that a major cause of the difficulty in recruiting and retaining workers was the low standard of amenities available in many places.

In effect, he stated, the Government proposed to establish a union within a union, a union of employer nominees in addition to the existing union of employees. He felt the Bill was bound to provoke disputes, not only in the stevedoring industry but in all unions in Australia.

He also contended that the union did not have a monopoly of employment on the waterfront as alleged by the Government, in that there was power in Section 27(2) of the Act to engage additional unregistered persons up to the quota in an emergency, when insufficient registered persons were not available. In answer to the latter point, it was acknowledged by the Government that Section 27(2) prevented employment on the waterfront from being a monopoly but only by the engagement of non-union labour.

As a protest against the measure, waterside workers in all Australian ports went on strike on November 2. The strike, one of the most serious industrial disputes to affect Australia in recent years, continued for 14 days. The Government charged that the strike was a truculent and arrogant attempt to intimidate the Government and Parliament and that the Communist leadership of the union had been a principal factor in causing disruption on the waterfront.

Following passage of the Bill by Parliament on November 11, the officers of the Australian Council of Trade Unions conferred with the leaders of the Waterside Workers Federation and representatives of other maritime unions on November 12 and unanimously agreed to a resolution recommending that, in the interests of solidarity and to prevent economic hardship to other sections of the trade union movement, the members of the Waterside Workers Federation should resume work in November 16. The resolution declared that the legislation was "anti-working class" in its character and must be fought by the whole labour movement until it was repealed. It called upon all workers to refrain from applying to shipowners for work on the waterfront under the new legislation.

The Act received Royal Assent on November 16 and went into operation on that day. Members of the three-man Committee of Inquiry were named by the Minister on November 17.

CCCL Official Absolves Labour Leaders of Common Accusations

The four main accusations directed against labour leaders and a refutation of them formed the subject of a talk at a meeting of the Montreal Richelieu Club by Gérard Pelletier, CCCL Director of Public Relations.

According to Mr. Pelletier, labour leaders are often accused of: undermining democracy by not respecting the freedom of their members; undermining authority by attacking the most respectable of institutions; being more interested in their own wages and prestige than in the welfare of their members, which explains the number of strikes they bring about; playing into the hands of the Communists.

To the first charge Mr. Pelletier replied: "Just mention any political party, with the exception of the CCF, which holds conventions as representative and as respectful of parliamentary procedure as are the annual conventions of the labour movement." There are no deliberative assemblies at which such a high proportion of ordinary delegates speak, he pointed out, adding that all the labour representatives are democratically elected, and that even the higher officers, who live on trade-unionism, have to present themselves for re-election annually.

In reply to the second accusation, Mr. Pelletier quoted the Rev. Georges Henri Levesque, O.P., Dean of the Faculty of Social Science at Laval University:—

"Our too exclusive and sometimes idolatrous cult of authority is liable to weaken unduly our sense of freedom. Authority comes from God, we are often reminded, and we are the first to be convinced of it. But freedom also comes from God, and it comes even before authority in the order of human values."

Labour leaders have never fallen into this "too exclusive cult of authority," Mr. Pelletier said, but they are the voice of people whose freedom had not yet been proved.

He pointed out that the third accusation arose in part from the fact that the heads of unions draw their full pay while strikers receive no wages. He noted that there is nothing more exhausting than directing a strike, that it requires 18 hours' work per day, giving up all family life and all leisure time, and also a continual nervous tension.

Mr. Pelletier also added that, in any large federation of unions, there is almost always a strike going on, and that no one can expect the permanent officers to live on air all the time.

The fourth accusation, according to Mr. Pelletier, is the least serious. "Let us admit once and for all that some labour leaders have shown marked communist tendencies. And let us note in the same breath that the labour movement has done its own housecleaning job in this connection."

Unemployment Insurance Act Amended

Amendment concerns supplementary benefit; amount of benefit increased and minimum period during which claimant can receive benefit extended

Effective January 10, 1955, Parliament passed a Bill amending the Unemployment Insurance Act with regard to supplementary benefit. The amendment had the effect of increasing the amount of benefit to be paid to claimants and extending the minimum period during which claimants can receive such benefit.

The supplementary benefit scheme, which first came into operation in February 1950, was designed to protect two classes of workers. One class consists of those who had previously qualified for regular benefit but whose benefit period had ended before the winter and who did not have enough insurable employment to requalify. If such a person's benefit year terminated subsequent to the previous March 31, he can qualify for supplementary benefit during the next winter.

The other class includes persons who have recently entered insurable employment and who become unemployed during the winter months before they have enough credits to qualify for ordinary benefit. However, they must have been employed in insurable employment for at least 90 days since the previous March 31.

The period during which a person can draw supplementary benefit is limited to approximately the 15 weeks between January 1 and April 15.

The rate of supplementary benefit under the original plan was fixed at around 80 per cent of ordinary benefit. This percentage has dropped to around 70 per cent as a result of an increase in the rates of ordinary benefit. The Bill which Parliament has just passed raises the rates of supplementary benefit to the level of ordinary benefit.

Under this new scale the maximum weekly benefit a single unemployed claimant will now receive has been raised from $12.90 to $17.10. The employee with a dependent who previous to the amendment received $16.80 will now draw a maximum weekly cheque of $24.

The length of time a person may draw benefit has now been extended. Last winter unemployed persons in class 1 mentioned above drew supplementary benefit for an average of 35 days and those in class 2 for 18 days. The new Bill has raised the minimum entitlement to 60 days or 10 weeks for everyone who qualifies.

Payment, of course, cannot be made after April 15, so that the maximum duration would be cut down if the claimant qualified fairly late in the season. For instance, if he started drawing supplementary benefit on March 1 he could get no more than six weeks between that date and April 15 even though he was entitled to a longer period.

It should also be pointed out that this Bill has provided that the new minimum duration of 10 weeks will be made retroactive to January 1 of this year. This means that anyone who claimed supplementary benefit under the former provisions and who qualified for less than 60 days benefit will have his claim revised in accordance with the new provisions. He will, therefore, get additional benefit as a result of these recent amendments.

Belgian Unemployment Insurance Regulations Put Restrictions on Married Women

Recent amendments to Belgium's unemployment insurance regulations, designed to give better protection to beneficiaries, facilitate the payment of allowances and prevent certain abuses, impose restrictions on married women who are not family breadwinners.

Statistics showed that unemployment was increasing considerably among women while decreasing among men. The increase was attributed to the practice of many women, who had married and did not wish to resume employment, claiming unemployment benefit.

Restrictions were imposed on the benefit period, which under the amended regulations are based on the number of days of employment in the preceding year.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit higher in November than October, statistics* show, but lower than in November 1953. Claimants on live register, amount paid in benefits, new beneficiaries all higher than month, year ago

Initial and renewal claims for unemployment insurance benefit received during November were higher than in October, with increases occurring in all provinces; they were, however, slightly lower than the November 1953 total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 187,744 claims were filed in local offices of the Unemployment Insurance Commission across Canada during November, compared with 127,609 in October and 188,881 in November 1953.

Ordinary claimants on the live unemployment insurance register numbered 274,462 (214,540 males and 59,922 females) on November 30, compared with 209,099 (154,670 males and 54,429 females) on October 29 and 238,516 (188,023 males and 50,493 females) on November 30, 1953. Most of the increase shown this month over last occurred in the male component, which increased by about 60,000, the female segment of the claimants increasing by only slightly over 5,000. On November 30, short-time and temporary lay-off claimants numbered 30,136 and 2,011 respectively.

A total of 170,406 initial and renewal claims were adjudicated, entitlement to benefit being granted in all but 30,331 cases. Failure to fulfil the minimum contribution requirements accounted for almost 70 per cent of the initial claimants who were in the category "not entitled". Chief reasons for disqualification (including 6,472 on revised claims) were: "voluntarily left employment without just cause", 5,557 cases; "not unemployed", 3,178 cases; and "not capable of and not available for work", 2,199 cases.

New beneficiaries during November totalled 110,736, compared with 84,051 in October and 94,642 in November 1953.

During November, $14,020,255 was paid in compensation for 4,512,055 days (including 73,727 disability days), compared with $11,779,296 and 3,780,046 days (including 70,511 disability days) for October and $10,172,035 and 3,337,519 days (including 39,801 disability days) for November 1953.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

An estimated 207,176 beneficiaries received $3,537,360 in compensation for 1,136,534 days (including 16,696 disability days) during the week November 27-December 3, in comparison with an estimated 173,025 beneficiaries who received $2,958,041 in respect of 949,630 days (including 15,797 disability days) during the week October 23-29. During the corresponding week last year, 177,711 beneficiaries received $3,118,704 in compensation for 1,008,634 days (of which 10,720 were disability days).

The average daily rate of benefit for the week November 27-December 3 at $3.11 was unchanged from that for the week October 23-29, compared with $3.09 for the week November 28-December 4, 1953.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards were issued to 4,421,797 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At November 30, employers registered numbered 265,704, an increase of 510 during the month.

Unemployment Insurance Fund

At November 30, the Unemployment Insurance Fund showed a balance of $897,469,425.96.

See Tables E-1 to E-4 at back of book.

Selected Decisions of Umpire under the Unemployment Insurance Act

Decision CUB-1092, October 29, 1954

Summary of the Facts—The claimant filed an application for benefit on April 5, 1954, and stated therein that she had worked as a tailoress in the alteration department of a large store in Vancouver, B.C., from June 1952 to April 3, 1954, when she voluntarily left as the work was affecting her health. The employer reported that she had left because of pregnancy and in a medical certificate dated April 12, 1954, her physician stated that she was fit only for light duties.

In response to a request from the local office for further information, the claimant stated that during her first visit to the local office (presumably when she filed her claim for benefit), she informed the persons who interviewed her of her pregnancy. She stated also that she had to leave the said employment because it was much too heavy for her and was beginning to affect her health.

According to the submissions, the claimant expected to be confined about November 15, 1954.

The insurance officer disqualified her from receipt of benefit as from April 5, 1954, because she had failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

She appealed to a court of referees before which she appeared in Vancouver, B.C., on May 13, 1954. The court unanimously allowed the appeal and stated that the claimant had completely satisfied the members thereof as to her attitude and intention towards employment; that they had gained from answers to questions directed to her at the hearing that she entirely believed she was available for work and that she had actively pursued prospects of employment. They expressed the opinion that the claimant probably left her employment under some misapprehension as to her condition and felt that in view of her 22 months of steady employment in her previous job, she would be considered for any work in her own line. The court expressed the thought that the claimant's unemployment resulted from a slackness of business rather than from any other reason.

The insurance officer appealed to the Umpire on the grounds that a transcription of the proceedings before the court did not show any reference to slackness of business nor was there any reference to this matter in any of the other documents in the file; that the court's decision was not supported by the evidence and that the allowance of the claimant's appeal was not in accordance with the principle laid down in decision CUB-620, namely, that the claimant had rebutted the presumption that she was not available for work.

Conclusions—In my opinion, the claimant voluntarily left her employment because of pregnancy and for no other reason, and the fact that she might have been "under some misapprehension as to her condition" only strengthens the presumption that her "intention and mental attitude towards accepting employment" were rather negative at the time she filed her claim.

There are no unusual or distressed circumstances, such as being the breadwinner of the family, no specific evidence that the particular kind of work which she was performing was "much too heavy" for a woman who was in the very early stage of pregnancy and no definite indication that she really intended to remain in the labour field. On the contrary, she had no dependents; she was engaged in a type of work which, according to a statement made by a member of the court, was the lightest type obtainable at her place of employment; she produced a medical certificate which restricted her availability to still lighter employment and at no time, either before or after her voluntary separation, did she definitely show that she was anxious to remain in the labour market.

The presumption that the claimant was not available for work has not been successfully rebutted, and the appeal is therefore allowed.

Decision CUB-1097, November 19, 1954

Summary of the Facts—The claimant, married, worked as an office cleaner in the ...(X)...Building at Calgary, Alta., from March 3 to May 1, 1954, when she voluntarily left her employment for "health reasons".

On May 5, she filed an application for benefit, registered for work as a wrapper, stated that she was pregnant and expected to be confined about December 24, 1954, and submitted a medical certificate dated May 3 which was to the effect that her doctor had "advised her to look for light work which fitted her condition and for which her ability was 100 per cent".

The insurance officer disqualified the claimant as from May 5, 1954, because she had not proved that she was available for work within the meaning of Section 29(1)(b) of the Act and stated in his notice of disqualification:

Under these circumstances, since you cannot continue in your former work and there is no prospect of your obtaining employment in the area where you reside of a lighter nature than that previously performed by you, and since, under the circumstances, you cannot be referred to employment, you must be held to be not available, that is, not ready and able to accept suitable employment.

The claimant appealed to a court of referees. She and a representative of the local office were present at the hearing of her case on May 28, 1954. By a majority finding, the court reversed the decision of the insurance officer on the following grounds:

The claimant expects her confinement to take place about the 24 of December 1954, and this is the 28 day of May. The claimant has been employed as an office cleaner in the...(X)...Building, a large building in this city, and among other work, which she was required to do, was to wax a floor daily with a heavy machine, covering an area about the same size as the room on the ground floor of this building. We measured that room and found that it is approximately 48 by 60 feet. The claimant was expected to have that room done within one hour.

In our opinion the physical work required to keep up the pace in that particular building in this city is above the average requirements for that type of work and would be a challenge to the physical strength of any woman and quite a job even for a man. She had been doing this work before she became pregnant but she found the stooping had got to be too much for her and she would get so tired that she could not sleep at night. She had to terminate this particular employment because it was beyond her strength.

The next question is whether she is capable of and available for work. The Chairman, who says that he is going to dissent from our opinion, has drawn to our attention the several decisions of the Umpire, applicable to a case of this kind. We find as a fact that this claimant is capable of and available for work of a lighter nature than was required of her in the...(X)...Building. The medical certificate says that, in effect, she is available for lighter work. Our own opinion, after talking to the claimant, satisfies us that the willingness to work is there and the physical strength, at this present time, is there to do lighter work.

Furthermore, the member of the local staff whom we questioned closely in this instance gave as her opinion that it was reasonable to assume that there was work in this city which was within the physical and mental qualifications of this claimant, although there was no particular job on the list at this time. The member of the local staff thought that she could do work wrapping, for which there is a demand from time to time, or even janitor work where the pace was not so strenuous as required in the...(X)... Building.

From what we heard of what was required in this particular building, we are of the opinion that a large percentage of women, married or single, would find the work too strenuous. In short, we feel that it would be an injustice to hold that this claimant was not available for work because she had become pregnant, when other persons, in other jobs, doing lighter work, could continue to do the work.

The chairman's dissenting opinion reads in part as follows:

I feel bound to dissent with the majority decision in this case, but it is a difficult position to justify because I think that the claimant is available for work, which is the question asked in UIC 571A, and up to that point there is no justification for me differing with the majority decision.

However, in my opinion the Umpire has laid down certain principles the effect of which is that a woman who terminates her employment because of pregnancy cannot be heard to say that she is available of and capable for work until after the expected child has been born...

At any rate I formed the opinion sometime ago that while in theory the presumption could be rebutted the effect of the Umpire's decisions is that, "unless there are special distressed circumstances where the claimant is the breadwinner of the family and reasonable opportunities of part-time work prevail, benefit should not be allowed".

In this instance the claimant is not the breadwinner of the family, and in a period of unemployment such as we have now, I cannot see where, at the present time, there are reasonable opportunities for such work as the claimant is capable of doing, because most certainly, in my opinion, other unemployed not in her physical condition would be referred to such opportunities of employment...

The insurance officer appealed to the Umpire mainly on the following grounds:

We do not think that the claimant has rebutted the presumption that she was not available for work as there were no special circumstances present. This claimant was in the second month of pregnancy when she left her employment and it appears that she separated because she preferred not to work.

Conclusions—According to the evidence which was before the court of referees, and which I have no reason to doubt, the physical exertion demanded of the claimant in the performance of her duties as an office cleaner was "above the average

requirements for that type of work and would be a challenge to the physical strength of any woman and quite a job even for a man". Therefore, her explanation for having left her employment is plausible, and the unusually arduous nature of the work which she was required to do constitutes one of those special circumstances which must be taken into consideration.

On the other hand, the claimant, who was in the very early stage of pregnancy and apparently in good health—and could therefore expect to be still capable and available for an appreciable period of time—registered almost immediately upon her separation from employment for a less strenuous type of full-time work which, according to acceptable medical evidence, she was fully capable of doing and, in the opinion of an officer of the local office, she could reasonably expect to obtain in the city and district of Calgary.

Under those circumstances, I find that the claimant has successfully rebutted the presumption that she was not available at the time of her claim and I dismiss the appeal.

Report of Board of Conciliation

(Continued from page 181)

But I see little justification for not recommending an analogous improvement in the present contractual arrangements for the operators, whereby they have regular assigned maximum shifts of ten and twelve hours, 6 days a week.

The company has claimed that such long hours are inherent to the nature of their industry, and that their operators are getting high annual wages in return. The facts seem to bear out this latter allegation, but the former one rings false to me. Since the beginning of the industrial revolution, employers seem to have consistently opposed a reduction in working hours with a similar claim. Yet, in spite of the fact that the workers have forced their way towards shorter hours, productivity per man-hour, and indeed even per man-week, has been steadily on the rise.

As a matter of fact the experience of Gray Coach Lines (TTC), the next largest motor coach operator in Ontario, has proven that the five-day week and eight-hour day are feasible in the bus operating industry. And wages received for runs at the Colonial rates of pay, when compared with wages which would be received for those runs at Gray rates, show up to the disadvantage of Colonial in a large majority of cases.

Comparisons were made by the company with other bus lines where the six-day week applied, and where rates were inferior to those paid by Colonial. But such companies, admittedly, were very small or marginal, and operated mainly in Quebec, where the general wage level is depressed. If such comparisons of dissimilar operations were to be considered in proof, then their weight would be overwhelmingly in favour of the union's case, for there would be no reason to dismiss the union's comparisons with the Greyhound Coach Lines, nor with bus operations in various cities across Canada.

I feel that an increase in service and mileage rates and in the guaranteed daily minimum would have a double beneficial effect; it would provide the company with a stronger incentive to eliminate the unproductive waiting time, and hence decrease its expenditures: and it would permit the operators to earn their wages without resorting to unbelievably long hours.

The question of the company's ability to pay does not arise, and was not pleaded. True, the company showed a decrease in total revenues over the last three years. But it adduced no figures whatever concerning total cost, so the Board was unable to judge whether operations had become more or less profitable during those years.

Consequently, I recommend that the union's request for raising the guaranteed daily minimum from $7 and $8 to $9 should be granted: and that the service rate of 43 cents an hour and the mileage rate of .0475 cents a mile be both increased by 5 per cent.

Respectfully submitted this 30th day of November 1954.

(Sgd.) P. E. Trudeau,
Member.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 101 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 76 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production:		
(November report)	146	$ 458,762.00
(December report)	138	1,992,900.00
Post Office	13	159,114.20
R.C.M.P.	2	30,391.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments made during December

During December the sum of $3,115.55 was collected from nine employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 75 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Spring Coulee Alta: Remington Construction Co Ltd, construction of wood stave syphon across Pinepound Coulee on St Mary project. *Near Vauxall Alta:* Hrdlicka Bros. construction of distributary T in the central district of Bow River project known as Furman Ranch project.

Central Mortgage and Housing Corporation

Tuft's Cove N S: Industrial Insulators Ltd, insulation of equipment room ceilings. *Camp Gagetown N B:* Diamond Construction Co Ltd, clearing, grubbing & burning (neighbourhoods 1-2). *Camp Borden Ont:* Sterling Construction Co Ltd, construction of houses. *Ottawa Ont:* George Bolton, boiler room alterations, Strachcona Heights Apts; Canadian Comstock Co Ltd, installation of transformer, Laurentian Terrace. *Rockcliffe Ont:* Mimco Engineering Co, construction of sewage relief pumping station; Terminal Construction Co Ltd, *additional landscaping & miscellaneous work. *Stratford Ont:* Rennick Brown Construction Co, construction of houses. *Calgary Alta:* Canadian Comstock Co Ltd, installation of electrical distribution system.

Defence Construction (1951) Limited

Halifax N S: Canadian National Railways, *removal & re-location of railway siding; R E Stewart Construction Corp, construction of central heating plant bldg. *Camp Gagetown N B:* L G Rawding Construction Ltd, clearing & burning, No 2 priority training area. *Quebec Que:* J D Savard Ltee, *installation of air conditioning system, Gauge Laboratory. *Valcartier Que:* Bedard-Girard Ltd, construction of main substation & transmission line; Magloire Cauchon Ltee, construction of drill hall & administration bldg. *Ville La Salle Que:* Canadian Vickers Ltd, supply, delivery & installation of steam generating unit & auxiliary equipment. *Cobourg Ont:* Olmstead & Parker Construction Co Ltd, construction of inflammable stores bldg. *London Ont:* Ellis-Don Ltd, construction of bldgs, Wolseley Barracks; Brennan Paving Co Ltd, paving, curbs, sidewalks & fencing. *Petawawa Ont:* Robertson-Yates Corp Ltd, construction of various bldgs. *Winnipeg Man:* Swanson Construction Co Ltd, installation of water & sewer services & construction of bldgs. *Edmonton Alta:* Cotter Bros Ltd, addition to central heating plant; Bennett & White (Alberta) Ltd, construction of garage. *Ralston Alta:* R P Medhurst & Sons, drilling of natural gas wells.

Building & Maintenance

Halifax N S: Parker Bros Ltd, exterior painting of bldgs, Windsor Park. *Montreal Que:* Noel Romeo & Cie Ltee, rewiring & relighting drill hall, Jacques Cartier Barracks; Kelly Lumber & Construction Ltd, erection of chain link fence, Jacques Cartier Barracks; Noel Romeo & Cie Ltee, rewiring & relighting, 17th Duke of York Armoury, Cote des Neige Road. *Valleyfield Que:* Weiss Electrical Contracting Co, rewiring & relighting drill hall. *Centralia Ont:* Towland Construction Co Ltd, construction of roads, walks & parking areas. *Hamilton (Mount Hope) Ont:* John D

St Clair Ltd, exterior painting of bldgs. *Leitrim Ont:* Universal Electric, modification of electric power supply, Wireless Station. *London Ont:* National Painting & Decorating Ltd, exterior & interior painting of bldgs; Brant Construction Co Ltd, & Frank's Contracting Co, exterior painting. *Shirley Bay Ont:* Shore & Horwitz Construction Co Ltd, erection of prefabricated steelox operations bldg. *Trenton Ont:* Richards-Wilcox Canadian Co Ltd, repair of canopy doors. *Uplands Ont:* J W Havelin, interior painting of hangars & leantos. *Gimli Man:* Wallace & Wallace, interior painting of hangars. *Edmonton Alta:* William Sigalet & Co Ltd, interior painting. *Chilliwack B C:* W A Thom Sheet Metal Works Ltd, application of bonded roof. *Patricia Bay B C:* Shaw Sheet Metal Ltd, exterior painting & application of roofing on hanger. *Vancouver B C:* M Sleightholme & Co Ltd, exterior painting of bldgs.

Department of Northern Affairs and National Resources

Fundy National Park N B: Modern Construction Ltd, construction of subgrade & placing of consolidated gravel base course on one-half mile section of No 14 Highway. *Upper Whitehorse Y T:* John A MacIsaac Construction Co Ltd, extension to water & sewer system, Tank Farm Road.

Department of Public Works

Lower Wedgeport N S: Kenney Construction Co Ltd, harbour improvements. *Pictou N S:* Ferguson Industries Ltd, *hauling, wintering, painting & repairs to tug "Fredericton". *Port Morien N S:* L G & M H Smith Ltd, breakwater repairs. *South West Port Mouton N S:* Marples Ridgway Ltd, harbour improvements. *West Advocate N S:* Urquhart Construction Ltd, groyne repairs. *Bathurst N B:* J P Porter Co Ltd, *dredging. *Blackpool Que:* Doria Tremblay, removal of snow (Route No 9), bus terminal, Customs, Immigration & Fisheries bldgs. *Lauzon Que:* Brown Boveri (Canada) Ltd, installation of condensing turbo-generator at Champlain Dry Dock. *Lennoxville Que:* Aurele Marchand, construction of research piggery, Experimental Station. *Newport (Riviere des Ilots) Que:* Onezime Canuel, jetty reconstruction. *Quebec Que:* Louis Frenette, alterations to heating system, Isolation bldg, Savard Park Hospital. *Riviere du Loup Que:* Marples Ridgway Ltd, wharf enlargement. *Burlington Channel Ont:* R A Blyth, reconstruction of bascule bridge deck. *North Bay Ont:* Bennett-Pratt Ltd, erection of public bldg. *Ottawa Ont:* Fournier Van and Storage Ltd, moving of furniture, equipment, etc, from various bldgs to East Bldg of Veterans Memorial Bldg, Wellington St; Applied Insulation Co Ltd, supply & installation of fur cold storage refrigeration equipment & corkboard insulation, Victoria Museum. *Petawawa Ont:* M Sullivan & Sons Ltd, construction of forest experimental station. *West Bay (Manitoulin Island) Ont:* G F Palmer, wharf construction. *Golden B C:* Sorensen Construction Co Ltd, erection of post office. *Gorge Harbour B C:* L K Creelman Co Ltd, approach & float renewal. *Edmonton Alta:* Form Constructors Ltd, alterations to National Film Board accommodation, Strathcona public bldg. *Esquimalt B C:* Highway Construction Co Ltd, rock removal & causeway construction. *South Westminster B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction, Tannery Road

Department of Transport

Beaumont Que: J P A Normand Inc, construction of monitoring station. *Dorval Que:* Bedard-Girard Ltd, replacing airport lighting cable. *Mont Joli Que:* Eugene Ross, repairs to hangar No 1 roof & leanto. *Nitchequon Que:* The Tower Co Ltd, alterations to bldgs & equipment. *Near Thorold Ont:* R A Blyth, painting lock gates, Welland Canals. *Timmins Ont:* Betteridge-Smith Construction Co Ltd, construction of equipment garage. *Calgary Alta:* Wirtanen Electric Co Ltd, construction of airport lighting facilities.

Job Vacancies Plentiful in Australia

At the beginning of 1955, Australia's Federal Employment Bureau announced it had more than 70,000 job vacancies on its lists compared with 40,000 at the beginning of 1954.

Wages, Hours and Working Conditions

Wage Rates, Working Conditions in Eight Construction Trades

Wage rates for most building trades increased during 1954 in majority of 44 Canadian cities covered in survey. Limited number of changes occurred in hours of work, premium pay, vacations, statutory holidays

Wage rates for most construction trades were increased during 1954 in the majority of the 44 Canadian cities covered in a survey of wages and working conditions of tradesmen in eight building trades. A limited number of changes also occurred during the year in other conditions of work, including hours of employment, premium pay regulations, paid vacation provisions and the observance of statutory holidays.

The main findings of the survey by the Economics and Research Branch are contained in the accompanying tables, which show the wage rates and conditions in effect at December 31, 1954. The findings for a similar survey carried out a year earlier appeared in the LABOUR GAZETTE for January 1954 at page 134.

The data for the tables were obtained from three sources. Much of the material was extracted from collective agreements on file in the Branch. This was supplemented by information obtained through the Trades and Labour Congress of Canada, which circulated a questionnaire among its affiliated unions of building tradesmen. Finally, the data for cities in the province of Quebec are based on decrees issued under the Collective Agreement Act of that province.

For the most part, provisions shown in the tables will be in effect until March, April or May of this year. No termination dates are shown for the decrees under the Quebec Collective Agreement Act and also in those cases where information was supplied through returns to the questionnaire mentioned above that were not accompanied by copies of agreements.

Nearly half of the agreements were originally bargained to be in effect for a one-year term, a little under 25 per cent for a two-year term, and about 19 per cent for more than one but less than two years. The remaining 10 per cent have a term of less than one year. Of the two-year agreements, nearly a third are amongst those of the carpenters. Carpenters' and plasterers' agreements are the only ones in which the two-year agreements outnumber those of a one-year term.

The agreements studied are those signed by members of local builders' exchanges or groups of contractors in particular cities. The unions representing the various trades are:—

- The United Brotherhood of Carpenters and Joiners (AFL-TLC);
- The Bricklayers, Masons and Plasterers' International Union (AFL-TLC);
- The International Brotherhood of Electrical Workers (AFL-TLC);
- The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (AFL-TLC);
- The Sheet Metal Workers International Association (AFL-TLC);
- The Brotherhood of Painters, Decorators and Paperhangers (AFL-TLC);
- The Operative Plasterers' and Cement Masons' International Association (AFL-TLC);
- The International Hod Carriers, Building and Common Labourers' Union (AFL-TLC);
- The National Catholic Federation of Building and Construction Materials Trades (CCCL).

All these unions represent the trades with which their names are associated, except the last one, which covers construction workers of all trades. Its activities are centred in the province of Quebec. The international unions of building tradesmen also, however, have a number of contracts in that province. It should be noted that nearly all the plasterers are represented by the Operative Plasterers' Union and not by the Bricklayers, Masons and Plasterers' Union, which mainly represents bricklayers.

(Text continued on page 211)

TABLE 1.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

CARPENTERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work A.M.	Saturday Work P.M.		
Newfoundland										
St. John's	.....	1.30	6	48	1½	2	.....	.....	.....	9
Nova Scotia										
Halifax	Apr. '55	1.61	5	40	1½	2	1½	2	4c per hr.	10
Sydney	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Brunswick										
Fredericton	Apr. '56	1.45	5½	44	1½	2	.....	1½	.....	(1)
Moncton	Mar. '55	1.50	5	40	1½	.....	.....	.....	.....	8
Saint John	Apr. '55	1.53	5	40	1½	2	1½	2	.....	9
Quebec										
Chicoutimi	.....	1.40	6(2)	48(2)	1½(3)	.....	.....	1,1½(2)	2%	9
Drummondville	.....	1.35	5½(4)	48	1½	.....	.....	1½,1(4)	2%	10
Hull	.....	1·75	5½	44	1½	2	.....	1½	2%	9
Montreal	.....	1·80	5	40	1½	2	1½	2	2%	11
Quebec	.....	1·50	5½	44	1½	2	.....	1½	2%	9
St. Hyacinthe	.....	1.35	5	48	1½(5)	.....	1½	1½	2%	8
Sherbrooke	.....	1.45	5½	44	1½	.....	.....	1½	2%	10
Thetford Mines	.....	1.50	5½	44	1½	2	.....	1½	2%	9
Trois-Rivières	.....	1.35	6	48	1½	.....	.....	.....	1 week	9
Ontario										
Belleville	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Brantford	Apr. '55	1.80	5	40	1½	2	1½	2	4%	8
Cornwall	Apr. '55	1.80	5	40	1½	2	1½	2	2%	5
Guelph	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Hamilton	Apr. '55	2.10	5	40	1½	.....	1½	1½	4%	8
Kingston	Apr. '56	1.85	5	40	1½	2	1½	2	4%	6
Kitchener	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Lakehead	Mar. '55	2.00	5	40	1½	2	2	2	4%	7
London	Apr. '55	1.95	5	40	1½	.....	2	2	4%	8
Ottawa	Apr. '56	1.82	5	40	1½	2	1½	2	4%	5
Peterborough	Apr. '56	1.70	5	40	1½	2	2	2	4%	7
Sault Ste. Marie	May '55	1.92	5	40	1½	.....	.....	.....	4%	6
St. Catharines	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sudbury	Jan. '56	1·85	5	40	1½	.....	.....	.....	4%	7
Toronto	Apr. '55	2.25	5	40	1½	2	2	2	4%	8
Windsor	Mar. '55	2.17	5	40	2	.....	2	2	4%	8
Manitoba										
Brandon	Apr. '55	1.80	5½	44	1½	2	.....	1½	.....	
Winnipeg	Apr. '55	1.90	5	40	1½	2	2	2	.....	7
Saskatchewan										
Moose Jaw	Mar. '55	1.90	5	40	1½	2	2	2	2 weeks	8
Prince Albert	Jan. '55	1·75	5	40	1½	2	1½	2	2 weeks	8
Regina	Mar. '55	1.90	5	40	1½	2	2	2	2 weeks	8
Saskatoon	Apr. '56	1.85	5	40	1½	2	1½	2	2 weeks	8
Alberta										
Calgary	Mar. '55	1.95	5	40	1¾	2	1½	2	4%	9
Edmonton	Mar. '55	1.95	5	40	1½	2	1½	2	4%	8
Lethbridge	Dec. '55	1.80	5	40	1½	2	1½	2	4%	9
Medicine Hat	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
British Columbia										
Prince Rupert	Mar. '55	2.25	5	40	2(6)	.....	2	2	2%	9
Vancouver	Mar. '55	2.22	5	40	2(6)	.....	2	2	2%	9
Victoria	Mar. '56	2.20	5	40	2(7)	.....	2	2	2%	9

(1) All statutory and proclaimed holidays.
(2) From April to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(3) After 9 hours per day.
(4) From November 1 to March 1 may be 6 days per week.
(5) Not over ½ hour may be worked at straight-time.
(6) One hour each day may be worked at 1½ times in case of "genuine emergency".
(7) Two hours per week may be worked at 1½.

TABLE 2.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

BRICKLAYERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's		1·75	5½	50	1½	2		1½		10
Nova Scotia										
Halifax	April '55	1·86	5	40	2		1½	2	3c per hr.	10(1)
Sydney		2·15	5	40	1½		1½	1½		8
New Brunswick										
Fredericton										
Moncton										
Saint John		1·80	5	40	2		2	2		8
Quebec										
Chicoutimi		1·50	6(2)	48(2)	1½(3)			1, 1½(2)	2%	9
Drummondville		1·60	5½(4)	48	1½			1, 1½(4)	2%	10
Hull		2·00	5½	44	1½	2		1½	2%	9
Montreal		2·00	5	40	1½	2	1½	2	2%	11
Quebec		1·70	5½	44	1½	2		1½	2%	9
St-Hyacinthe		1·55	5	48	1½(5)		1½	1½	2%	8
Sherbrooke		1·65	5½	44	1½				2%	10
Thetford Mines		1·70	5½	44	1½	2		1½	2%	9
Trois-Rivieres		1·55	6	48	1½				1 week	9
Ontario										
Belleville										
Brantford	May '55	2·25	5	40	2		2	2	4%	7
Cornwall										
Guelph		2·00	5	40	1½		2	2	4%	7
Hamilton	Apr. '55	2·30	5	40	1½		2	2	4%	8
Kingston	Mar. '55	2·10	5	40	1½		2	2	4%	6
Kitchener	Apr. '55	2·05	5	40	1½		1½	1½	4%	7
Lakehead	Mar. '55	2·15	5	40	2		2	2	4%	5
London	Jan. '56	2·25	5	40	2		2	2	4%	7
Ottawa	Apr. '55	2·00	5	40	1½	2	1½	2	4%	5
Peterborough										
St. Catharines										
Sault Ste. Marie	Apr. '55	2·37	5	40	1½		2	2	4%	7
Sudbury										
Toronto	Apr. '55	2·41	5	40	1½	2	2	2	4%	8
Windsor	Mar. '55	2·40	5	40	2		2	2	4%	8
Manitoba										
Brandon										
Winnipeg		2·10	5	40	1½	2	2	2	2%	7
Saskatchewan										
Moose Jaw										
Prince Albert										
Regina	Apr. '56	2·18	5	40	1½		2	2	2 weeks	8
Saskatoon	Apr. '56	2·18	5	40	1½	2	1½	2	2 weeks	8
Alberta										
Calgary	Mar. '55	2·25	5	40	1½		2	2	4%	9
Edmonton	Mar. '55	2·30	5	40	1½	2			4%	8
Lethbridge										
Medicine Hat										
British Columbia										
Prince Rupert										
Vancouver	Mar. '56	2·40	5	40	2		2	2	2%	9
Victoria	Mar. '56	2·25	5	40	1½	2	2	2		9

(1) And all federal and civic holidays when proclaimed.
(2) From April 1 to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(3) 1½ times after 9 hours.
(4) From November 1 to March 1 may be 6 days per week.
(5) Not over ½-hour per day may be worked at straight time.

TABLE 3.—WAGES RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

ELECTRICIANS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work A.M.	Saturday Work P.M.		
Newfoundland										
St. John's		1·52	5½	44	1½	2		1½		8½
Nova Scotia										
Halifax	Apr. '55	1·71	5	40	1½	2	1½	2	4c per hr.	10
Sydney	Sept. '55	1·55	5	40	1½	2			1 week	
New Brunswick										
Fredericton										
Moncton										
Saint John	May '55	1·57	5	40	1½	2	1½	2		8(1)
Quebec										
Chicoutimi		1·40	6(2)	48(2)	1½(3)			1,1½(2)	2%	9
Drummondville		1·35	5(4)	48	1½			1½,1(4)	1 week	10
Hull		1·95	5½	44	1½	2		1½	2%	9
Montreal		1·90	5	40	1½	2	1½	1½	2%	11
Quebec		1·50	5½	44	1½	2		1½	2%	9
St-Hyacinthe		1·35	5	48	1½(5)		1½	1½	2%	8
Sherbrooke		1·40	5½	44	1½			1½	2%	10
Thetford Mines		1·50	5½	44	1½	2		1½	2%	9
Trois-Rivieres		1·35	6	48	1½			1½	1 week	9
Ontario										
Belleville										
Brantford		1·80	5	40	1½		1½	2	4%	8
Cornwall										
Guelph										
Hamilton	June '55	2·25	5	40	2		2	2	4%	8
Kingston										
Kitchener	June '56	1·95	5½	45	1½(3)	2	2(6)	2(6)	4%	8
Lakehead	Aug. '55	2·05	5	40	1½	2	2	2	4%	4
London	May '56	2·05	5	40	2		2	2	4%	8
Ottawa	Apr. '56	2·02	5	40	1½	2	2	2	4%	6
Peterborough	May '56	1·80	5	40	1½		1½	1½	4%	8
St. Catharines	Apr. '55	2·00	5	40	1½	2	1½	2	4%	8
Sault Ste. Marie										
Sudbury	Jan. '55	1·80	5	40	1½		1½	1½	2%	8
Toronto	Apr. '56	2·43(7)	5	40	2		2	2	4%	8
Windsor	June '55	2·35	5	40	2		2	2	4%	8
Manitoba										
Brandon										
Winnipeg	Apr. '56	2·00	5	40	1½	2	1½	1½	2%	7
Saskatchewan										
Moose Jaw										
Prince Albert		1·90	5	40	1½	2	1½	1½	2 weeks	8
Regina	Mar. '55	2·00	5	40	1½		1½	2	2 weeks	8
Saskatoon	Apr. '55	2·00	5½	44	1½	2			2 weeks	8
Alberta										
Calgary	Dec. '54	2·05	5	40	2		2	2	4%	9
Edmonton	Mar. '55	2·25	5	40	1½	2	2	2	4%	8
Lethbridge	Dec. '54	1·85	5½	44	1½	2		2		9
Medicine Hat										
British Columbia										
Prince Rupert	June '55	2·15	5	40	2		2	2	4%	7
Vancouver	Mar. '56	2·38	5	40	2		2	2	(8)	9(8)
Victoria	Mar. '56	2·30	5	40	2		2	2	2½%	9

(1) Plus afternoon of Christmas Eve and New Years' Eve. Time and a half if these afternoons are worked.
(2) From April 1 to September 30 may be 5½ days, 55 hours per week.
(3) After 9 hours per day.
(4) From November 1 to March 1 may be 6 days; 5 days during rest of the year.
(5) Up to ½ hour per day at straight time.
(6) If 45 hours have been worked during the week.
(7) Plus COL bonus of 5 cents per 5 points if index is above 190.
(8) 5·2% of earnings to be set aside to pay for annual vacations and statutory holidays.

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TABLE 4.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PLUMBERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's										
Nova Scotia										
Halifax	Apr. '55	1·70	5	40	1½	2	1½	2	3c per hr.	10
Sydney	May '55	1·85	5	40	1½	2	2	2	2%	8
New Brunswick										
Fredericton	Dec. '54	1·50	5½	44	1½	2	.....	1½	2%	9
Moncton										
Saint John	Apr. '55	1·55	5	40	1½	2	.....	1½	2% (1)	8
Quebec										
Chicoutimi		1·35	6(2)	48(2)	1½(3)	.....	.....	1,1½(2)	2%	9
Drummondville		1·35	5½(4)	48	1½	.....	.....	1½,1(4)	2%	10
Hull		1·85	5½	44	1½	2	.....	1½	2%	7
Montreal		2·00	5	40	1½	2	1½	2	2%	12
Quebec		1·50	5½	44	1½	2	.....	1½	2%	9
St-Hyacinthe		1·35	5	48	1½(5)	.....	1½	1½	2%	8
Sherbrooke		1·40	5½	44	1½	.....	.....	1½	2%	10
Thetford Mines		1·50	5½	44	1½	2	.....	1½	2%	9
Trois-Rivieres		1·35	5½	44	1½(6)	.....	.....	1½	2%	9
Ontario										
Belleville										
Brantford										
Cornwall										
Guelph	Mar. '55	1·85	5	40	1½	2	.....	2	4%	8
Hamilton	Jan. '55	2·25	5	40	1½	2	2	2	4%	8
Kingston	May '56	1·90	5	40	1½	2	2	2	4%	7
Kitchener	June '55	2·00	5	40	1½	2	2	2	4%	8
Lakehead	Dec. '54	2·00	5	40	1½	2	2	2	4%	8
London	May '56	2·15	5	40	2	.....	2	2	4%	8
Ottawa	Apr. '56	2·10	5	40	1½	2	1½	2	4%	8
Peterborough										
St. Catharines	Apr. '55	2·10	5	40	1½	2	2	2	4%	8
Sault Ste. Marie	Apr. '55	2·00	5	40	1½	.....	2	2	4%	7
Sudbury	Jan. '55	2·00	5½	44	1½	2	.....	1½	4%	9
Toronto	May '55	2·35	5	40	1½	2	2	2	4%	8
Windsor	June '56	2·35	5	40	2	.....	2(7)	2	4%	8
Manitoba										
Brandon										
Winnipeg	Apr. '56	2·15	5	40	1½	2	2	2	4%	8
Saskatchewan										
Moose Jaw	June '55	2·00	5	40	1½	2	2	2	.....	8
Prince Albert	Apr. '55	1·90	5	40	1½	.....	1½	.....	.....	8
Regina	Feb. '56	2·10	5	40	1½	2	1½	2	.....	9
Saskatoon	Apr. '55	2·10	5	40	1½	2	2(7)	2	2 weeks	8
Alberta										
Calgary	Apr. '55	2·10	5	40	1½	2	2	2	4%	9
Edmonton	May '55	2·25	5	40	1½	2	2	2	4%	8
Lethbridge	Apr. '55	2·00	5	40	1½	2	2	2	.....	9
Medicine Hat										
British Columbia										
Prince Rupert		2·35	5	40	2	.....	2	2	4%	.....
Vancouver	Mar. '56	2·35	5	40	1½,2(8)	2	1,2(8)	1½,2(8)	4%	9
Victoria	Mar. '56	2·25	5	40	1½	2	1½	2	.....	9

(1) When made effective by provincial legislation.
(2) From April 1 to September 30 may be 5½ days, 55 hours per week.
(3) After 9 hours per day.
(4) From November 1 to March 1 may be 6 days per week.
(5) Straight time up to ½ hour per day.
(6) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.
(7) One man per shop may be employed to do emergency repair work at straight time.
(8) All jobbing work by regular jobbing men 1½ for first 4 hours, 2 thereafter; straight time Saturday morning, 1½ Saturday afternoon.

TABLE 5.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PAINTERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's	June '55	1·25	5½	50	1½	2	.....	1½	.....	8
Nova Scotia										
Halifax	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sydney	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Brunswick										
Fredericton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Moncton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saint John	Apr. '56	1·40	5	40	1½	2	1½	2	(1)	9
Quebec										
Chicoutimi	.....	1·30	6(2)	48(2)	1½(3)	.....	.....	1, 1½(2)	2%	9
Drummondville	.....	1·25	5½(4)	48	1½	.....	.....	1½	2%	.....
Hull	.....	1·50	5½	44	1½	2	.....	.....	2%	.....
Montreal	.....	1·70	5	40	1½	2	1½	2	2%	11
Quebec	.....	1·45	5½	44	1½	2	.....	1½	2%	.....
St-Hyacinthe	.....	1·25	5	48	1½(5)	.....	.....	.....	2%	.....
Sherbrooke	.....	1·35	5½	44	1½	.....	.....	.....	2%	.....
Thetford Mines	.....	1·45	5½	44	1½	•2	.....	1½	2%	.....
Trois-Rivieres	.....	1·25	6	48	1½	.....	.....	.....	2%	9
Ontario										
Belleville	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Brantford	Feb. '55	1·45	5½	44	1½	.....	.....	1½	4%	9
Cornwall	Aug. '55	1·30	5½	44	1½	2	.....	2	2%	7
Guelph	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Hamilton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kingston	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kitchener	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Lakehead	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
London	July '55	1·47½	5	40	1½	.....	.....	.....	4%	(
Ottawa	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Peterborough	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
St. Catharines	Sept. '55	1·55	5	40	1½	2	2	2	2%	)
Sault Ste. Marie	Apr. '55	1·65	5½	44	1½	.....	.....	1½	2%	(
Sudbury	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Toronto	Apr. '55	1·95	5	40	1½	2	1½	1½	4%	)
Windsor	Mar. '55	1·80	5	40	1½	2	2	2	4%	(
Manitoba										
Brandon	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Winnipeg	Apr. '55	1·65	5	40	1½	2	1½	1½	.....	9
Saskatchewan										
Moose Jaw	Mar. '55	1·60	5½	44	1½	2(6)	.....	1½	.....	(7)
Prince Albert	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Regina	May '55	1·70	5	40	1½	.....	1½	1½	2 weeks	8
Saskatoon	Mar. '55	1·65	5	40	1½	.....	1½	1½	.....	8
Alberta										
Calgary	Apr. '55	1·70	5	40(8)	1½	2	1½	1½	.....	9
Edmonton	Dec. '54	1·65	5	40	1½	.....	2	2	4%	8
Lethbridge	Mar. '55	1·50	5	40	1½	.....	1½	1½	4%	9
Medicine Hat	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
British Columbia										
Prince Rupert	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver	Mar. '55	2·12	5	40	1½	2	2	2	2%	9
Victoria	Mar. '56	2·00	5	40	1½	2	2	2	2%	9

(1) Plan to be arranged.
(2) From April 1 to September 30 may be 10 hours per day for 5 days, 5 hours Saturday morning.
(3) After 9 hours per day.
(4) From November 1 to March 1 may be 6 days per week.
(5) Not over ½ hour per day may be worked at straight time.
(6) After 8 hours at 1½.
(7) Statutory holdiays mentioned, but number not given.
(8) From Dec. 1 to March 1, "wherever and whenever possible" to be 35 hours per week, 7 hours per day.

TABLE 6.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PLASTERERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's										
Nova Scotia										
Halifax	Apr. '55	1·75	5	40	1½	2	1½	2	3c per hr.	10
Sydney		2·05	5	40	1½		1½	1½		8
New Brunswick										
Fredericton										
Moncton										
Saint John										
Quebec										
Chicoutimi		1·50	6(1)	48(1)	1½(2)			1, 1½(1)	2%	9
Drummondville		1·60	5½(3)	48	1½			1½, 1(3)	2%	10
Hull		1·90	5½	44	1½	2		1½	2%	9
Montreal		2·00	5	40	1½	2	2	2	2%	11
Quebec		1·70	5½	44	1½	2		1½	2%	9
St-Hyacinthe		1·55	5	48	1½(4)		1½	1½	2%	8
Sherbrooke		1·65	5½	44	1½			1½	2%	10
Thetford Mines		1·70	5½	44	1½	2		1½	2%	9
Trois-Rivieres		1·55	6	48	1½				1 week	9
Ontario										
Belleville										
Brantford		1·95	5	40	1½		1½	2	2%	8
Cornwall										
Guelph										
Hamilton	Apr. '55	2·25	5	40	2				4%	7
Kingston	Mar. '55	2·10	5	40	1½		2	2	4%	6
Kitchener										
Lakehead	Apr. '55	2·12½	5	40	1½	2	2	2	4%	7
London	Apr. '56	2·25	5	40	2		2	2	4%	7
Ottawa		1·95	5	40	1½	2	2	2		7
Peterborough										
St. Catharines										
Sault Ste. Marie										
Sudbury										
Toronto	Apr. '55	2·40	5	40	1½	2	2	2	4%	(5)
Windsor	Mar. '55	2·10	5	40	1½		2	2	4%	7
Manitoba										
Brandon										
Winnipeg	Apr. '55	2·10	5	40	2		2	2	2%	7
Saskatchewan										
Moose Jaw										
Prince Albert										
Regina										
Saskatoon										
Alberta										
Calgary	Apr. '55	2·15	5	40	1½	2	2	2	4%	9
Edmonton	Mar. '56	2·22½	5	40	1½	2	2	2	4%	8
Lethbridge										
Medicine Hat										
British Columbia										
Prince Rupert										
Vancouver	Mar. '56	2·30	5	40	2		2	2	1 week	9
Victoria	Mar. '56	2·25	5	40	2					9

(1) From April 1 to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(2) 1½ times after 9 hours.
(3) From November 1 to March 1 may be 6 days per week.
(4) Not over ½ hour per day may be worked at straight time.
(5) Statutory holidays mentioned, number not given.

TABLE 7.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

SHEET METAL WORKERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's		1·40	5 to 6	45 to 54	1½	2		1½	1 week	6
Nova Scotia										
Halifax	Apr. '54	1·47	5	40	1½	2	1½	2	3c per hr.	10
Sydney										
New Brunswick										
Fredericton										
Moncton										
Saint John										
Quebec										
Chicoutimi		1·30	6(1)	48(1)	1½(2)			1, 1½(1)	2%	9
Drummondville		1·35	5½(3)	48	1½			1½, 1(3)	2%	10
Hull		1·40	5½	44	1½	2			2%	9
Montreal		1·80	5	40	1½	2	1½	2	2%	11
Quebec		1·50	5½	44	1½	2		1½	2%	9
St-Hyacinthe		1·35	5	48	1½		1½(4)	1½(4)	2%	8
Sherbrooke		1·40	5½	44	1½			1½	2%	10
Thetford Mines		1·50	5½	44	1½	2		1½	2%	9
Trois-Rivieres		1·35	5½	44	1½(5)			1½	2%	9
Ontario										
Belleville										
Brantford										
Cornwall										
Guelph										
Hamilton										
Kingston										
Kitchener										
Lakehead	Dec. '54	2·00	5	40	1½	2	2	2	4%	8
London	Apr. '55	1·95	5	40	1½		1½	1½	4%	8
Ottawa	Apr. '56	1·97	5	40	1½	2	1½	2	4%	8
Peterborough										
St. Catharines										
Sault Ste. Marie										
Sudbury										
Toronto	Apr. '55	2·35	5	40	2		2	2	4%	8
Windsor	Apr. '55	2·20	5	40	2		2	2	4%	7
Manitoba										
Brandon										
Winnipeg	Apr. '55	1·82½	5	42½	1½	2	1½	2	4%	8
Saskatchewan										
Moose Jaw										
Prince Albert	Apr. '55	1·85	5	40	1½		1½			8
Regina	May '56	1·85	5	40 to 44	1½(6)				2 weeks	8
Saskatoon										
Alberta										
Calgary		2·00	5	40	1½	2	1½	2	4%	9
Edmonton	Mar. '56	2·15	5	40	1½	2	1½	2		7
Lethbridge	June '56	1·85	5	40	1½	2	1½	2	4%	9
Medicine Hat										
British Columbia										
Prince Rupert										
Vancouver	May '55	2·30	5	40	1½	2	1½	2	4%	9
Victoria	Mar. '55	2·28	5	40	1½	2	2	2		9

(1) From April 1 to September 30 may be 55 hours, 5½ days per week.
(2) After 9 hours per day.
(3) From November 1 to March 1 may be 6 days per week.
(4) After 48 hours per week.
(5) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.
(6) Up to 9 hours per day and 44 hours per week at straight time.

TABLE 8.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

LABOURERS

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
Newfoundland										
St. John's	Aug. '55	1·00	5½(1),6(2)	50(1),48(2	1½	2	.....	.....	.....	9
Nova Scotia										
Halifax	Apr. '55	1·10	6	48	1½	.....	.....	.....	.....	10
Sydney	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Brunswick										
Fredericton	Apr. '55	·90	5½	44	1½	2	.....	.....	.....	7
Moncton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saint John	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Quebec										
Chicoutimi	.....	1·15	6(3)	48(3)	1½(4)	.....	.....	1,1½(3)	2%	9
Drummondville	.....	1·00	5½(5)	48	1½	.....	.....	1,1½(5)	2%	10
Hull	.....	1·10	5½	50	1½	2	.....	1½	2%	9
Montreal	.....	1·25	5	45	1½	2	1½	2	2%	11
Quebec	.....	1·15	6	48	1½	2	.....	.....	2%	9
St-Hyacinthe	.....	1·00	5	48	1½(6)	.....	1½	1½	2%	8
Sherbrooke	.....	1·05	5½	44	1½	.....	.....	.....	2%	10
Thetford Mines	.....	1·15	6	48	1½	2	.....	.....	2%	9
Trois-Rivieres	.....	1·00	6	48	1½	.....	.....	.....	1 week	9
Ontario										
Belleville	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Brantford	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Cornwall	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Guelph	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Hamilton	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kingston	.....	1·10	5	40	1½	.....	1½	1½	4%	8
Kitchener	Apr. '55	1·20	5	45	1½	.....	.....	.....	4%	7
Lakehead	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
London	Apr. '56	1·15	5½	48	1½	.....	.....	1½	4%	8
Ottawa	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Peterborough	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
St. Catharines	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sault Ste. Marie	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sudbury	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Toronto	Apr. '56	1·25	5½	45	1½	.....	.....	1½	4%	8
Windsor	Mar. '55	1·62	5	45	1½	.....	1½	1½	4%	8
Manitoba										
Brandon	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Winnipeg	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatchewan										
Moose Jaw	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prince Albert	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Regina	Mar. '55	1·21	5½	44	.....	.....	.....	.....	4%	8
Saskatoon	Mar. '56	1·28	5 or 5½	40 or 44	1½	.....	.....	1½	2 weeks	8
Alberta										
Calgary	Apr. '55	1·30	5½(7)	44(7)	1½	.....	.....	1½	.....	9
Edmonton	Mar. '55	1·30	5½(7)	44(7)	1½	.....	.....	1½	.....	8
Lethbridge	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Medicine Hat	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
British Columbia										
Prince Rupert	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver	Mar. '55	1·60	5	40	1½	2	1½	1½	2%	9
Victoria	Mar. '55	1·60	5	40	1½	2	1½	2	2%	9

(1) April 1 to September 30.
(2) October to March 31.
(3) From April 1 to September 30 may be 55 hours, 5½ days per week.
(4) After 9 hours per day.
(5) From November 1 to March 1 may be 6 days per week.
(6) Not over ½ hour per day may be worked at straight time.
(7) If Saturday work is necessary.

The tables giving details of working conditions for the eight construction trades in the 44 cities covered are somewhat incomplete. In some cities there are no agreements covering particular trades. In other instances current information was not available to the Department although an agreement was known to be in existence. For these reasons no entries appear in the tables for certain trades opposite some of the cities listed.

Changes in Wages and Working Conditions—A comparison of data in the tables with that published a year ago shows that, most commonly, wage increases bargained in 1954 amounted to five cents an hour. Under almost one-third of the agreements wage rates were not changed during the year. Wage changes for the eight trades examined are as follows:—

Change in Hourly Wage Rate	Per Cent of Cities for Which Wage Rates are Available
No change	32·0
Under 5 cents	2·0
5 cents	36·0
Over 5 and under 10 cents	6·5
10 cents	17·0
Over 10 cents	6·5
	100·0

Little change has occurred in the other items included in the tables. Under a few agreements the vacation allowance was increased from 2 per cent of earnings to 4 per cent. A paid vacation provision was included in a few other agreements which had not formerly contained one. Comparison of the tables for the two years will also show that the number of statutory holidays has been increased in certain cities and for certain trades.

As a rule, construction workers do not receive pay for statutory holidays not worked. They are, however, generally paid at a premium rate for work performed on these days. In Saskatchewan, statutory holidays are paid holidays under a provincial statute which requires employers to pay employees for eight holidays.

Overtime rates for Sundays and statutory holidays have been omitted from the tables, but there is practically no change in these rates from those of a year earlier. In the great majority of cases double time is paid for such work. Occasionally the rate is time and a half, double time and a half or, rarely, triple time.

Out-of-Town Work—Also examined, but not included in the tabular information, were clauses under which employees receive allowances when they are required to work out of town and do not return home daily. Such clauses require the employer to provide the employee with one or more of the following items: transportation costs, pay for travelling time (usually limited to eight hours per day), and room and board. Seventy-five per cent of the agreements analysed contain a provision of this kind.

The following are examples of clauses relating to out-of-town work:

I

Members sent out of ..... to work from whence they do not return daily, shall be paid regular rates of wages as set out in clauses 1 to 4. Fares to and from out-of-town work shall be paid by the employer. In travelling at night a sleeper shall be provided. Time travelling to and from such work shall be paid at single time up to a maximum of 8 hours per day. If men leave the job on their own volition within 90 days, transportation and travelling time returning to ..... may be withheld. Suitable room and board shall be provided by the employer. The cost of transportation to and from the job shall be paid every two months, or 60 days, for jobs within a radius of 200 miles, every 120 days for jobs within a radius of 400 miles, and every 180 days for jobs within a radius of 600 miles of ..... This shall be paid whether or not the workman actually returns to ..... And he shall receive his cheque for the fare home at that time.

II

On jobs away from where a carpenter is hired at home, transportation charges including meals and sleeper is to be provided by the employer, return transportation charges including meals and sleeper is to be provided by the employer after ninety days or at the termination of employment, whichever comes first, except where a man is discharged for just cause. Travelling time on working days only is to be paid for at the rate of eight hours in each twenty-four, provided that no travelling time shall be claimed if working time is not actually lost.

Clauses relating to out-of-town work were found in practically all of the plumbers' agreements. Such clauses are least frequent among the contracts covering labourers, being found in approximately 52 per cent of their agreements.

Working Conditions, April 1954, in the Primary Textile Industry

Four-fifths of establishments surveyed report five-day work week; more than three-quarters grant two weeks' annual vacation with pay after five years' service and four-fifths grant six or more paid holidays

Wider prevalence of the five-day 40-hour work week is shown in a survey of working conditions in the primary textile industry at April 1, 1954.* Two weeks' annual vacation with pay after five years was the general practice, while almost half of the employees were entitled to a third week after longer periods of service. Four-fifths of the employees in the survey group were entitled to six or more paid holidays each year, with two-fifths receiving eight or more. Some form of pension and/or insurance plans were in force in most establishments, with the employer usually paying part or all of the cost of the plan.

The Normal Work Week

A continued trend to the five-day work week is apparent, with about four-fifths of the establishments surveyed reporting such a schedule (see Table 1). This arrangement applied to almost three-quarters of the textile mill workers in April 1954, in the plants covered by the survey, compared with 61 per cent in October 1951.

The 45-hour week occurred in more plants than any other arrangement, being found in one-third of all establishments. However, by number of employees, the 40-hour week was most prevalent, 31 per cent falling into this group, compared with 25 per cent in October 1951. The decline in weekly hours continues, with only one-quarter of all mill workers now on more than 45 hours a week, compared with one-third in 1951 and two-thirds in 1947.

The length of the work week differs considerably from one section of the textile industry to another and from region to region. In the cotton yarn and broad woven goods section, the 40-hour week applied to 64 per cent of all employees in the establishments surveyed; in woollen and worsted woven goods, to 15 per cent; in rayon, nylon and silk textiles, to 2 per cent; and in hosiery and knit goods, to 24

*The Department's latest survey. Results of an earlier survey (October 1, 1951), appeared in the LABOUR GAZETTE, May 1952, pp. 631-642.

TABLE 1.—STANDARD WEEKLY HOURS IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1954

	Primary Textiles		Number of Non-Office Employees							
			By Industry				By Region			
	Establishments	Employees	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods	Atlantic	Quebec	Ontario	Western
Survey Coverage	*278*	*49,374*	*16,370*	*7,414*	*10,032*	*15,558*	*1,641*	*25,528*	*21,320*	*885*
Standard Weekly Hours										
40	59	15,495	10,471	1,101	180	3,743	394	9,386	5,361	354
Over 40 and under 44	19	3,988	.....	443	2,819	726	140	666	2,743	439
44	26	4,043	1,575	113	1,139	1,216	941	1,377	1,675	50
45	92	13,029	1,920	3,791	415	6,903	.....	3,223	9,806	.....
Over 45 and under 48	17	1,090	.....	523	87	480	.....	388	702	.....
48	46	9,936	2,361	987	4,327	2,261	62	8,799	1,033	42
Over 48	19	1,793	43	456	1,065	229	104	1,689	.....	.....
On a 5-day week	219	36,339	12,377	6,092	3,526	14,344	534	.....	18,608	810

per cent. Employees working more than 45 hours per week were 15 per cent of the total in cotton yarn and broad woven goods, 26 per cent in woollen and worsted woven goods, 55 per cent in rayon, nylon and silk textiles, and 19 per cent in hosiery and knit goods.

While the 40-hour week applied to 37 per cent of all textile mill employees in the survey group in Quebec, and to 25 per cent in Ontario, 43 per cent of the employees in Quebec worked more than 45 hours, compared with 8 per cent in Ontario. In the latter province 46 per cent of the employees were on a 45-hour week.

Annual Vacations with Pay

Over three-quarters of the mills in the survey group, employing 90 per cent of the workers, granted two weeks' annual vacation with pay after, in most cases, an employment record of five years' service. Three weeks' vacation was granted in one-quarter of the establishments, employing almost half of the workers, after a service period ranging from 15 to 25 years (see Table 2).

Two weeks' vacation was available after five years' service for 65 per cent of all employees and after less than five years

TABLE 2.—VACATIONS WITH PAY, STATUTORY HOLIDAYS, REST PERIODS, BONUS AND PROFIT-SHARING PLANS AND INDUSTRIAL MEDICAL SERVICES IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1954

—	Establishments	Non-Office Employees
Survey Coverage	278	49,874
Vacations with Pay—		
One week with pay after:		
Less than 1 year	39	11,998
1 year	199	29,788
Service not specified	21	2,257
Two weeks with pay after:		
1 year or less	19	5,901
2 years	22	2,465
3 years	17	2,333
5 years	141	32,095
Other periods	16	1,615
Three weeks with pay after:		
15 years	23	5,795
20 years	15	3,123
25 years	32	12,348
Other periods	6	1,121
Four weeks with pay	3	455
Plant Shut-down for Vacation		
Number reporting a shut-down period	267	47,381
Number reporting a shut-down period of:		
One week	69	6,500
Two weeks	194	40,546
Other	3	308
No information	1	27
Paid Statutory Holidays		
Number reporting:		
No paid holidays	36	2,410
1 and 2	10	1,886
3	14	1,899
4	4	546
5	16	1,703
6	56	8,499
7	32	10,231
8	86	16,267
More than 8	15	3,836
No information	9	2,097
Rest Periods		
Number reporting rest periods	194	28,894
Number reporting two ten-minute periods per day	139	23,135
Bonus and Profit-Sharing Plans		
Number reporting year-end or Christmas bonus	81	12,936
Number reporting profit sharing plan	16	3,345
Industrial Medical Services		
Number reporting:		
Pre-placement medical examination	33	13,362
Periodic medical examination	14	6,710
Emergency care in the establishment for occupational accident or illness	83	31,055
Emergency care in the establishment for non-occupational accident or illness	69	28,678
Home visits by nurse	40	15,167

50597—7

for 22 per cent. Three weeks' vacation after service periods ranging from 15 to 25 years was available to 43 per cent of all textile mill employees in the survey group.

A percentage distribution of mill workers entitled to vacations of differing lengths after different periods of service is shown below according to industry group and region:

By Industry

Length of Vacation and Service Requirement	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods
	%	%	%	%
Two weeks after less than five years	18	19	30	22
After five years	80	58	48	64
Three weeks after 15 to 25 years	69	40	25	29

By Region

	Atlantic Provinces	Quebec	Ontario	Western Provinces
	%	%	%	%
Two weeks after less than five years	51	8	34	84
After five years	35	78	54	14
Three weeks after 15 to 25 years	28	46	42	28

Plant shut-down for at least part of the vacation period was the general practice, occurring in 267 establishments (96 per cent of those in the survey group) employing the same percentage of workers. A two-week shut-down was the most common practice, occurring in 194 establishments, or 70 per cent of the total, employing 40,546 workers, or 80 per cent.

Paid Statutory Holidays

The increase in the number of paid statutory holidays (Table 2) enjoyed by textile mill workers is shown in the following table:

Number of Paid Holidays	Percentage of Total Mill Workers		
	1947	1951	1954
	%	%	%
None	55	9	5
1 to 5	17	21	12
6	17	25	17
7	2	11	21
8	8	26	33
More than 8	1	8	8
No information	—	—	4

In 1954, 91 per cent of the cotton mill workers enjoyed six or more paid holidays while the proportion was 87 per cent in the woollen division, 74 per cent in the rayon division, and 63 per cent in hosiery and knit goods.

Rest Periods

Seventy per cent of the establishments in the survey group, employing 60 per cent of the mill workers, reported rest periods (see Table 2). More than 90 per cent of the mills having rest periods reported two rest periods a day. Ten minutes was the length of the periods in 75 per cent of the establishments having such a working condition, while 21 per cent reported 15-minute rest periods.

Bonus and Profit-Sharing Plans

Neither bonuses nor profit-sharing (Table 2) were general practices in the textile

industry, according to information received from the survey group. Slightly less than one-third of all establishments, employing about a quarter of the labour force, reported year-end or Christmas bonuses, while only one establishment in 16 had a profit-sharing plan.

Industrial Medical Services

The most common industrial medical service (Table 2) was emergency care in the plant for occupational accidents or illness, found in 30 per cent of the establishments employing 63 per cent of the labour force covered by the survey. Non-occupational accidents or illness were given emergency care in 25 per cent of the establishments employing 57 per cent of the labour force. Preplacement medical examinations were the rule in only 12 per cent of the mills employing 27 per cent of the workers.

Pension and Insurance Plans

Hospitalization plans were the most common form of insurance in the textile industry, by number of employees covered, with group life insurance and surgical benefits only slightly less frequent. Pension plans covered somewhat more than half of all mill workers but were found in only a quarter of the establishments. Cash compensation for loss of earnings due to illness was paid to most employees in the industry and in about two-thirds of the mills. In most cases, at least half the cost of these plans was paid for by the employer.

Hospitalization insurance was in force for the employees in 232 mills employing 45,781 workers, or 83 per cent of all mills surveyed employing 92 per cent of the total labour force. The number and percentage of mills reporting each type of plan and the number and proportion of employees covered were as follows:

	Mills		Employees	
	Number	Percentage	Number	Percentage
Pension Plan	74	27	27,262	55
Group Life Insurance	194	70	43,517	88
Hospitalization Plan	232	83	45,781	92
Surgical Benefits	198	71	43,337	88
Physician's Services in Hospital	119	43	19,299	39
Physician's Home and Office Calls	53	19	6,868	14
Cash Compensation for loss of Earnings due to Illness	166	60	38,174	78

Only 4 per cent of the mills reporting a pension plan made no contribution to the cost of the plan; they employed 4 per cent of the workers covered by such a plan. Nine per cent of the mills employing 7 per cent of the workers contributed from 1 to 49 per cent, while 53 per cent of the mills with 41 per cent of the employees contributed from 50 to 99 per cent; 100 per cent of the cost was paid by 28 per cent of the mills having 44 per cent of the employees. (These percentages in each case do not add up to 100, since some establishments did not report on the proportion of the cost assumed by them.)

Of the mills with group life insurance, only 2 per cent of them, employing 1 per cent of the workers, made no contribution: 8 per cent of the mills with 5 per cent of the employees contributed from 1 to 49 per cent of the cost; 52 per cent of the establishments with 46 per cent of the employees contributed between 50 and 99 per cent; and 30 per cent of the mills with 44 per cent of the employees contributed 100 per cent of the cost.

Fewer mills helped pay the cost of their hospital plan, with 21 per cent of those with a plan, employing 9 per cent of the mill workers, making no contribution; 9 per cent of the mills with 9 per cent of the employees contributed between 1 and 49 per cent of the cost; 38 per cent of the establishments with 41 per cent of the employees contributed between 50 and 99 per cent; and 22 per cent of the mills with 35 per cent of the employees contributed 100 per cent.

Of the establishments with surgical benefits, 11 per cent with 7 per cent of the employees covered by such a plan made no contribution. Ten per cent of the mills with 9 per cent of the labour force contributed between 1 and 49 per cent; 45 per cent of the mills with 44 per cent of the employees contributed from 50 to 99 per cent; 25 per cent of the mills with 37 per cent of the employees contributed 100 per cent.

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Strikes and Lockouts

Canada, December 1954*

There were no significant changes in the record of industrial disputes resulting in work stoppages during 1954 as compared with 1953. About the same number of stoppages occurred.

In 1954 a greater number of workers were involved and the man-days lost were higher than in 1953 but the increases were not substantial. In both 1953 and 1954 about 70 per cent of the total idleness occurred in the last four months.

Half the time lost in 1954 was caused by three stoppages involving: motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., plumbers and steamfitters at Montreal, Que.; and farm implement factory workers at Toronto, Ont.

Wages and related benefits were the central issues in 87 of the 168 stoppages in 1954, causing 90 per cent of the total idleness. Of the other disputes, 24 arose over dismissals and suspensions; 22 over union questions; 14 over causes affecting working conditions; 11 over reduced hours; four over reduced wages; four over the employment of particular persons; one was a jurisdictional dispute; and one was a sympathy strike.

Preliminary figures for 1954 show 168 strikes and lockouts, involving 61,477 workers, with a time loss of 1,472,160 man-days. In 1953 there were 174 strikes and lockouts, 55,988 workers involved and a loss of 1,324,715 days.

In December 1954 preliminary figures show 16 strikes and lockouts in existence, involving 12,169 workers, with a time loss of 240,841 man-days, compared with 23 strikes and lockouts in November 1954, with 20,628 workers involved and a loss of 326,460 days. In December 1953 there were 29 strikes and lockouts, 11,275 workers involved and a loss of 265,265 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1954 was 0·29 per cent of the estimated working time; November 1954, 0·39 per cent; December 1953, 0·31 per cent; the year 1954, 0·15 per cent; and the year 1953, 0·13 per cent.

In December 1954 two stoppages involving motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., and linoleum factory workers at Montreal and Farnham, Que., caused 85 per cent of the total idleness.

Of the 16 strikes and lockouts in existence in December 1954, one was settled in favour of the workers, three in favour of the employers, one was a compromise settlement and one was indefinite in result, work being resumed pending final settlement. At the end of the year 10 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in October 1954 was 216 and 21 were still in progress from the previous month, making a total of 237 during the month. In all stoppages of work in progress 112,300 workers were involved and a time loss of 1,115,000 days caused.

Of the 216 disputes leading to stoppages of work which began in October, 13, directly involving 3,900 workers, arose over demands for advances in wages, and 92, directly involving 11,200 workers, over other wage questions; three, directly involving 200 workers, over questions as to working hours;

*See Tables G-1 and G-2 at back of book.

20, directly involving 6,400 workers, over questions respecting the employment of particular classes or persons; 84, directly involving 29,500 workers, over other questions respecting working arrangements; and two, directly involving 200 workers, over questions of trade union principle. Two, directly involving 19,300 workers, were in support of workers involved in other disputes.

United States

Preliminary estimates for 1954 are 3,450 work stoppages resulting from labour-management disputes beginning in the year, in which 1,500,000 workers were involved. The time loss for all strikes and lockouts in progress during 1954 is an estimated 22,000,000 man-days. Corresponding figures for 1953 were 5,091 stoppages involving 2,400,000 workers and a loss of 28,300,000 days.

Prices and the Cost of Living*

Consumer Price Index, January 3, 1955

The consumer price index receded 0·2 per cent from 116·6 to 116·4 between December 1 and January 3. The decrease was due entirely to a drop in foods; the index for this series changed from 112·6 to 112·1. Among foods, lower prices were recorded for processed pork products, oranges, bananas, eggs and lettuce while firmer quotations were registered for tea, most fresh vegetables and beef.

Shelter, the only other group to change, advanced from 128·2 to 128·4, reflecting increases in both rent and home-ownership. Household operation remained at 117·1 as slight advances in supplies and services were balanced by decreases in a few items of floor coverings, furniture and textiles.

In clothing a slight advance in women's wear was cancelled by a decline in men's wear to leave the group index unchanged at 108·1. Other commodities and services were steady at 118·2, although narrow advances were noted for a few drug and personal care items.

The index one year earlier (January 2, 1954) was 115·7. Group indexes on that date were: food 111·6, shelter 125·4, clothing 110·1, household operation 117·5, and other commodities and services 116·4.

City Consumer Price Indexes, December 1, 1954

Six of the ten regional city consumer price indexes registered slight decreases (from 0·1 per cent to 0·3 per cent) between November 1 and December 1. The Saskatoon-Regina index showed a conconsiderably greater decline of 0·8 per cent, while two other city indexes remained unchanged and one advanced 0·1 per cent.

As indicated by the behaviour of the total indexes, movements of group indexes were restricted to very narrow ranges, with the exception of foods in Saskatoon-Regina, which declined .2 per cent under the influence of greater-than-average price decreases for beef, eggs and oranges. Changes in food indexes for other cities ranged from an increase of 0·3 per cent to a decrease of 1·2 per cent.

Shelter indexes recorded no change in four cities, while moderate increases were noted for the remaining six cities. City indexes for clothing, household operation and other commodities and services were generally unchanged or down slightly, with an occasional fractional increase.

Regional consumer price index point changes between November 1 and December 7 were as follows: Saskatoon-Regina —0·9 to 113·9; Edmonton-Calgary —0·3 to 115·0; Vancouver —0·3 to 118·3; Ottawa —0·2 to 117·0; Winnipeg —0·2 to 115·5; Montreal —0·1 to 117·0; Toronto —0·1 to 118·8; St. John's +0·1 to 102·9.† Halifax and Saint John remained unchanged at 114·5 and 117·5 respectively.

Wholesale Prices, December 1954

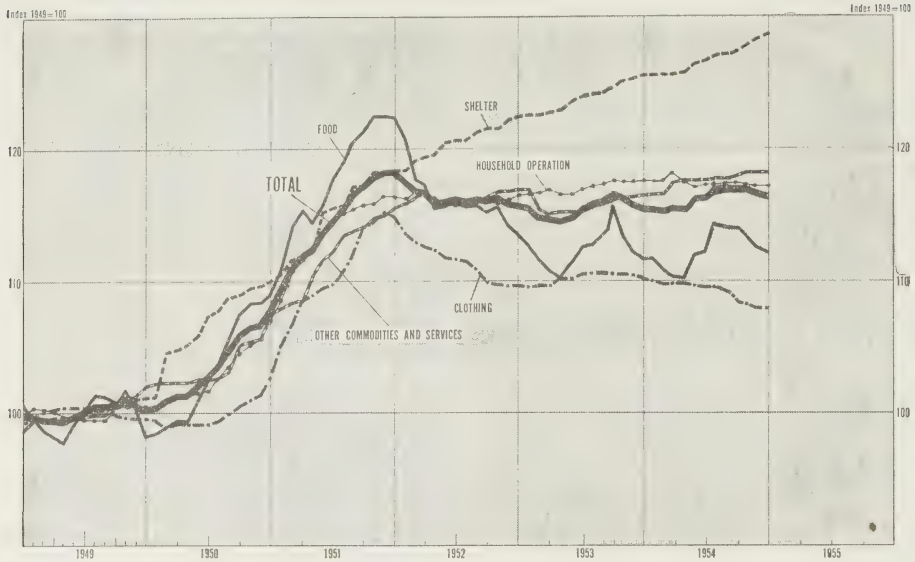
Wholesale prices registered an intermittent decline over the year 1954, and the general index was up 0·2 per cent in December to 215·3 from November's 214·8 but down 1·7 per cent from 219·0 in December 1953. Increases in five of the eight major groups were responsible for the rise over November. One group declined, while two remained unchanged.

The largest increase over November was recorded by non-ferrous metals, which rose 1·3 per cent to 170·6 from 168·4, as higher prices for nickel and zinc sheet overbalanced slightly lower quotations for copper, gold, tin and silver.

*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Vegetable products moved up 0·5 per cent to 195·9 from 195·0, reflecting increases in livestock and poultry feeds, tea, raw rubber, vegetable oils and products, grains, onions and rosin, which outweighed decreases in imported fresh fruits, potatoes and milled cereal foods.

In the animal products group, increases in livestock, fresh meats and butter more than offset decreases in eggs, fowl, cured meats, hides and skins, fishery products and lard, to move the index up 0·2 per cent to 225·3 from 224·8.

Higher prices for fir timber and cedar shingles proved more important than small declines in export prices for newsprint and woodpulp, the index for wood, wood products and paper advancing 0·1 per cent to 289·3 from 289·0.

Non-metallic minerals at 175·9 rose 0·1 per cent from 175·7 in November as increases in United States bituminous coal and sand and gravel at Vancouver outweighed declines in cement and sulphur.

Fibres, textiles and textile products, the only group to record a decline, fell 0·4 per cent to 226·9 from 227·8. Decreases in rayon yarns, worsted yarns and woollen hosiery and knit goods were more important than increases in raw cotton and raw wool, both domestic and imported.

Iron and steel products remained unchanged at 213·5, while increases in nitric acid, copper sulphate and shellac balanced a decrease in industrial gases to leave the chemical products also unchanged at 176·9.

Farm Product Prices—The index of Canadian farm product prices at terminal markets rose 0·4 per cent to 204·7 in December from 203·8 in November. Animal products increased 0·9 per cent to 245·9 from 243·6, as a result of increases in livestock, eastern butterfat and eastern raw wool. Declines were recorded for eggs and eastern cheese milk. Field products dropped 0·3 per cent to 163·5 from 164·0, as decreases in eastern potatoes, oats and barley and western rye more than offset increases in potatoes at Vancouver, western flax and eastern corn and wheat.

Building Material Prices—The index of residential building material prices rose 0·1 per cent to 278·7 from 278·4 in November, as gains in fir timber, millwork, cedar shingles and shellac outweighed decreases in cement and rock wool. Non-residential building material prices declined 0·1 per cent to 120·4 from 120·5, as decreases in cement and rock wool were more important than increases in millwork, shellac and sand and gravel at Vancouver.

Over the past 12 months, building material prices have shown remarkable stability: the residential building materials series advanced 0·2 per cent and the non-residential series declined 2·6 per cent.

U.S. Consumer Price Index, November 1954

The consumer price index compiled by the United States Bureau of Labor Statistics rose to 114·6 from 114·5 (1947-49=100) between mid-October and mid-November.

U.S. Consumer Price Index, December 1954

At mid-December, the United States consumer price index stood at 114·3, the lowest point in 1954.

During 1954, the index dropped 0·5 per cent from January's 115·2, the first decline over an entire calendar year since 1949, when it dropped 1 per cent.

U.K. Index of Retail Prices, October 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour, after two successive drops, rose 0·5 points to 108·7 from 108·2 (Jan. 1952=100) between mid-September and mid-October.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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79. **U.S. Congress. Senate. Committee on Appropriations.** *Labor-Federal Security Appropriations for 1953. Hearings before the Sub-Committee of the Committee on Appropriations, United States Senate, Eighty-Second Congress, Second Session, on H.R. 7151, making Appropriations for the Department of Labor, the Federal Security Agency, and Related Independent Agencies, for the Fiscal Year ending June 30, 1953, and for Other Purposes.* Washington, G.P.O., 1952. Pp. 1004.

Workmen's Compensation Bulletin Now Available

Six of Canada's Workmen's Compensation Acts were amended in 1954. The changes are reviewed in the latest edition (December 1954) of *Workmen's Compensation in Canada, a Comparison of Provincial Laws,* now available in both English and French from the Department of Labour.

This publication, issued at the end of each calendar year, gives a concise description of the collective liability system of workmen's compensation in effect in all provinces of Canada. It also contains revised tables of benefits, permitting a comparison of the amounts payable in the various provinces for disability or death resulting from industrial accidents and diseases.

Among the Acts amended last year was that in Quebec, under which the maximum yearly earnings taken into account for compensation purposes was raised from $3,000 to $4,000. The amendments provide for higher benefits for widows and children.

In British Columbia, where the Act was substantially amended, the rate of compensation for disability was raised from 70 to 75 per cent and the maximum annual earnings on which compensation is computed were increased from $3,600 to $4,000. An increase in the compensation payments of workmen who were injured before March 18, 1943, was also provided for. Many of the other changes made were recommended by the 1952 Sloan Report.

In Nova Scotia, a number of new industries, including hotels, restaurants and stores, were brought under the Act and the Act was generally revised and consolidated.

The Newfoundland, Ontario and Saskatchewan Acts were also amended. In Ontario, the Workmen's Compensation Board was given authority to spend $200,000 annually, in place of the former $100,000, on rehabilitation work.

Under workmen's compensation laws, compensation for accidents is made a charge upon employers collectively instead of the liability of the individual employer. Divided into classes and assessed on their payrolls according to the hazard of the industry, employers covered by the Act are required to contribute to the Accident Fund, which is administered by the Workmen's Compensation Board. Compensation and medical aid are paid to injured workmen or their dependants from the Accident Fund.

In Ontario and Quebec, railway, shipping, telephone and telegraph companies, municipalities, commissions, school boards, and the Government of the province are individually liable to pay compensation.

Besides its detailed comparative summary of the ten workmen's compensation laws, the bulletin also contains a brief review of the two federal compensation laws, the Government Employees Compensation Act and the Merchant Seamen Compensation Act, and of the Workmen's Compensation Ordinances of the Yukon and Northwest Territories.

This bulletin, which is prepared in the Legislation Branch, can be obtained for 10 cents a copy from the Publications Division, Department of Labour, Ottawa.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 20, 1954

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force	(1)				(1)		
Both Sexes	5,417	105	410	1,559	1,979	926	438
Agricultural	845	*	51	196	252	316	27
Non-Agricultural	4,572	102	359	1,363	1,727	610	411
Males	4,191	87	320	1,198	1,490	762	334
Agricultural	811	*	49	191	237	308	23
Non-Agricultural	3,380	84	271	1,007	1,253	454	311
Females	1,226	18	90	361	489	164	104
Agricultural	34	*	*	*	15	*	*
Non-Agricultural	1,192	18	88	356	474	156	100
All Ages	5,417	105	410	1,559	1,979	926	438
14—19 years	514	12	45	192	158	79	28
20—24 years	708	17	52	230	240	121	48
25—44 years	2,523	48	181	721	929	431	213
45—64 years	1,460	25	113	369	566	256	131
65 years and over	212	*	19	47	86	39	18
Persons with Jobs							
All status groups	5,203	102	389	1,478	1,910	906	418
Males	4,008	84	301	1,129	1,431	746	317
Females	1,195	18	88	349	479	160	101
Agricultural	838	*	51	194	249	314	27
Non-Agricultural	4,365	99	338	1,284	1,661	592	391
Paid Workers	3,973	83	300	1,153	1,544	541	352
Males	2,882	66	221	832	1,104	398	261
Females	1,091	17	79	321	440	143	91
Persons Without Jobs and Seeking Work							
Both Sexes	214	*	21	81	69	20	20
Persons not in the Labour Force							
Both Sexes	4,917	140	448	1,341	1,610	927	451
Males	950	39	99	228	285	190	109
Females	3,967	101	349	1,113	1,325	737	342

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characterisites.

* Less than 10,000.

TABLE A-2. PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended November 20, 1954		Week Ended October 23, 1954		Week Ended November 21, 1953	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work	232	223	195	186	168	151
Without jobs	214	205	179	172	152	138
Under 1 month	75	.....	65	.....	71	.....
1— 3 months	82	.....	60	.....	55	.....
4— 6 months	29	.....	28	.....	16	.....
7—12 months	18	.....	17	.....	*	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	18	18	16	14	16	13
1—14 hours	*	*	*	*	*	*
15—34 hours	13	13	11	*	10	*

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1945—1952 Total (1)	34,461	159,030	414,663	128,798	75,048	812,000	326,105
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953 January–November	3,779	32,026	83,469	25,914	12,450	157,638	64,603
1954 January–November	3,602	26,944	78,930	25,733	11,564	146,773	62,491

(1) Newfoundland is not included from 1945 to 1948 inclusive, it has been included since that time.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1951—1952 Totals	11,055	12,217	.....	.....	.....	42,861	.....	.....	.....	6,928	199,815
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953 January–November	9,525	6,062	1,768	3,036	12,628	16,635	819	25,352	9,065	932	85,822
1954 January–November	9,585	6,605	1,898	2,650	11,204	10,515	736	25,134	12,396	556	81,279

Due to changes in occupational classifications comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1953—October	78	333	83	257	226	35	1,012
November	77	328	76	256	224	35	996
December	71	333	69	255	225	35	988
1954—January	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010
August	83	323	76	261	235	36	1,014
September	84	326	78	263	244	35	1,030
October	86	323	82	265	244	36	1,036

* Includes Newfoundland, since 1949

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,536,949.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries $	Index Numbers			Average Weekly Wages and Salaries $
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.80	106·3	150·4	140·7	61.86

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953
(a) Provinces						
Newfoundland	139·1	143·5	149·8	54.00	55.15	56.69
Prince Edward Island	120·9	120·6	125·2	44.08	44.04	43.35
Nova Scotia	100·5	101·5	103·9	49.30	49.66	47.71
New Brunswick	99·8	102·0	101·9	51.74	50.85	48.95
Quebec	113·6	113·8	116·3	57.19	56.75	55.26
Ontario	110·9	111·8	116·3	62.22	61.61	60.36
Manitoba	107·9	109·2	108·7	57.45	56.96	55.50
Saskatchewan	124·1	123·6	124·1	57.67	56.51	55.50
Alberta	133·5	135·5	132·4	62.27	60.70	60.47
British Columbia	110·2	112·6	110·2	65.00	64.45	64.94
Canada	**112·5**	**113·4**	**115·9**	**59.80**	**59.25**	**58.14**
(b) Metropolitan Areas						
St. John's	119·7	121·8	117·8	44.67	45.02	42.77
Sydney	93·3	92·5	97·6	59.97	60.92	59.89
Halifax	112·3	114·0	118·3	47.67	47.95	45.40
Saint John	97·2	95·8	104·3	46.92	47.70	45.66
Quebec	113·9	115·5	113·9	49.25	49.18	47.49
Sherbrooke	104·9	100·6	103·0	49.81	50.15	47.60
Three Rivers	106·1	108·6	103·4	54.94	56.21	54.27
Drummondville	72·6	70·9	83·7	53.03	51.72	50.20
Montreal	110·9	111·9	115·0	58.11	57.79	56.56
Ottawa—Hull	113·0	112·0	110·1	54.89	54.76	52.61
Peterborough	94·4	94·3	101·8	62.57	62.90	62.71
Oshawa	131·1	99·7	153·9	69.67	61.38	63.62
Niagara Falls	129·9	149·2	170·5	65.64	64.53	67.86
St. Catharines	113·2	111·2	118·1	69.18	67.39	66.64
Toronto	120·6	120·5	122·8	63.32	63.24	61.18
Hamilton	104·0	104·3	111·3	63.96	63.72	62.23
Brantford	82·1	83·7	79·8	59.39	58.35	56.51
Galt	96·8	97·0	109·1	55.20	55.02	54.52
Kitchener	103·8	102·9	111·4	57.62	57.36	56.30
Sudbury	133·1	135·9	138·9	73.29	73.33	71.26
London	111·0	111·2	114·9	57.90	57.52	55.61
Sarnia	113·5	114·2	122·3	74.05	73.17	74.31
Windsor	74·1	83·0	104·4	68.81	68.16	66.80
Sault Ste. Marie	94·8	98·6	134·9	67.19	67.05	67.49
Ft. William—Pt. Arthur	108·5	109·9	121·5	61.06	61.14	59.94
Winnipeg	106·0	107·0	104·8	54.67	54.30	52.47
Regina	121·5	119·6	117·5	54.43	54.22	51.36
Saskatoon	123·1	125·5	127·0	54.72	52.98	51.22
Edmonton	155·2	155·6	149·5	59.67	59.69	58.14
Calgary	137·8	138·3	135·3	59.78	58.75	57.15
Vancouver	104·4	104·8	103·5	62.13	61.99	60.36
Victoria	113·0	117·2	109·8	59.20	58.30	57.26

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953
Mining	**112·5**	**112·6**	**107·8**	**72.58**	**71.26**	**70.30**
Metal mining	114·9	115·4	104·0	75.90	74.58	73.37
Gold	82·6	83·1	70·0	68.87	67.95	65.84
Other metal	145·0	145·5	135·4	79.64	78.11	76.96
Fuels	102·2	100·1	104·4	69.53	68.31	68.97
Coal	75·4	74·4	80·6	60.71	61.28	61.76
Oil and natural gas	191·1	185·2	183·9	81.05	77.66	79.53
Non-metal	133·8	138·8	135·7	66.90	65.41	62.72
Manufacturing	**106·3**	**108·1**	**113·1**	**61.86**	**61.39**	**59.98**
Food and beverages	113·7	118·4	111·9	53.60	52.83	52.77
Meat products	117·2	115·9	115·2	64.69	63.49	63.79
Canned and preserved fruits and vegetables	139·4	196·2	130·4	39.62	42.21	39.80
Grain mill products	108·0	107·0	103·2	59.57	60.16	58.60
Bread and other bakery products	103·4	101·7	106·8	52.21	52.01	51.54
Distilled and malt liquors	110·5	106·2	109·0	68.02	67.99	66.63
Tobacco and tobacco products	77·4	78·2	79·5	61.11	60.57	58.80
Rubber products	104·8	104·1	108·6	62.59	63.97	61.51
Leather products	84·2	86·5	91·2	41.48	41.85	40.65
Boots and shoes (except rubber)	85·8	89·2	90·4	38.72	39.64	38.20
Textile products (except clothing)	81·6	80·0	89·3	51.39	51.05	48.46
Cotton yarn and broad woven goods	81·2	79·4	88·4	48.79	48.21	44.64
Woollen goods	69·9	68·2	79·6	49.30	49.99	47.51
Synthetic textiles and silk	82·5	80·2	92·3	57.34	56.82	54.17
Clothing (textile and fur)	92·4	93·1	98·2	41.79	41.37	40.83
Men's clothing	95·3	96·5	103·6	40.54	39.82	39.68
Women's clothing	95·2	96·7	95·0	41.14	41.27	40.50
Knit goods	80·4	80·2	90·4	44.01	43.66	42.86
Wood products	103·3	106·6	102·0	56.03	55.20	54.09
Saw and planing mills	105·5	110·9	100·1	58.21	57.20	55.83
Furniture	105·2	104·0	109·0	53.54	52.82	52.25
Other wood products	90·2	91·8	97·7	49.76	49.14	49.75
Paper products	116·0	118·0	112·2	73.24	72.11	70.03
Pulp and paper mills	119·4	121·8	113·2	78.53	77.25	75.54
Other paper products	107·8	108·8	109·8	58.98	58.07	56.06
Printing, publishing and allied industries	111·1	111·1	109·2	66.42	65.91	63.05
Iron and steel products	94·3	97·6	108·7	68.29	68.45	66.67
Agricultural implements	45·6	45·2	66·2	68.31	66.33	63.96
Fabricated and structural steel	112·5	130·3	135·2	74.63	72.92	72.97
Hardware and tools	98·4	98·3	106·4	65.14	65.48	62.38
Heating and cooking appliances	99·7	101·1	98·9	62.63	62.98	58.30
Iron castings	84·5	89·2	99·2	67.51	68.06	66.80
Machinery mfg.	103·3	108·4	116·6	66.60	67.40	66.31
Primary iron and steel	94·7	95·1	114·7	72.60	72.84	71.30
Sheet metal products	106·0	110·0	111·6	66.35	66.14	62.32
Transportation equipment	118·6	121·1	149·4	70.48	69.64	67.52
Aircraft and parts	341·1	339·0	387·4	74.10	75.14	72.11
Motor vehicles	68·5	78·5	116·0	80.07	75.33	71.62
Motor vehicle parts and accessories	99·5	92·8	115·3	71.24	67.49	66.02
Railroad and rolling stock equipment	83·1	86·2	107·8	64.79	64.03	62.49
Shipbuilding and repairing	150·8	152·6	175·3	64.83	65.68	64.85
Non-ferrous metal products	119·4	120·2	119·8	71.04	70.51	68.11
Aluminum products	122·3	121·8	130·3	67.23	67.25	65.74
Brass and copper products	101·2	101·7	109·6	69.28	66.99	65.58
Smelting and refining	139·2	140·5	128·7	76.23	76.07	73.92
Electrical apparatus and supplies	133·1	132·1	141·8	66.78	67.02	65.29
Non-metallic mineral products	117·3	116·3	116·4	65.72	64.81	62.57
Clay products	106·6	109·4	106·4	61.90	61.43	59.81
Glass and glass products	115·1	105·3	118·8	63.34	62.08	61.00
Products of petroleum and coal	121·3	122·8	118·7	86.82	85.91	86.00
Chemical products	121·0	122·1	120·1	68.00	67.20	64.86
Medicinal and pharmaceutical preparations	108·7	108·2	106·0	62.38	62.20	59.35
Acids, alkalis and salts	117·3	118·1	122·0	76.05	74.92	71.31
Miscellaneous manufacturing industries	107·3	106·5	112·9	54.00	53.85	52.13
Construction	**124·1**	**127·7**	**131·5**	**61.63**	**61.34**	**62.29**
Buildings and structures	125·3	129·2	142·9	66.51	66.28	67.62
Highways, bridges and streets	122·2	125·3	112·9	53.71	53.29	51.30
Service	**112·0**	**116·1**	**109·6**	**39.73**	**39.04**	**37.86**
Hotels and restaurants	108·0	114·4	105·0	34.57	33.94	33.23
Laundries and dry cleaning plants	102·6	103·5	102·2	37.48	37.17	36.17
Industrial composite	**112·5**	**113·4**	**115·9**	**59.80**	**59.25**	**58.14**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1954	Oct. 1, 1954	Nov. 1, 1953	Nov. 1, 1954	Oct. 1, 1954	Nov. 1, 1953
Newfoundland	42·1	42·3	42·3	139·0	134·1	135·1
Nova Scotia	40·8	41·5	41·2	121·1	120·6	120·2
New Brunswick	42·3	42·2	41·4	124·5	122·5	121·5
Quebec	42·3	42·3	42·8	126·7	127·1	124·1
Ontario	40·9	41·0	41·0	147·5	146·1	144·5
Manitoba	41·1	40·5	40·1	134·7	135·1	132·9
Saskatchewan	40·8	39·6	40·5	146·9	146·5	141·3
Alberta	41·2	40·3	40·9	147·4	146·8	142·4
British Columbia	38·6	38·5	38·4	169·1	167·7	165·5

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (D.B.S.).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 =100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Week Preceding:						
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954	41·0*	140·4	57.56	138·0	115·7	119·3
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954 (1)	41·2	140·4	57.84	138·7	116·6	118·8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38·5 hours and $54.05.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov.1 1954	Oct. 1 1954	Nov.1 1953	Nov.1 1954	Oct. 1 1954	Nov.1 1953	Nov.1 1954	Oct. 1 1954	Nov.1 1953
	no.	no.	no.	c	c	c	$	$	$
Mining	**43·9**	**43·3**	**43·0**	**158·4**	**157·0**	**155·9**	**69.54**	**67.98**	**67.04**
Metal mining	45·0	44·4	44·0	162·8	161·3	160·2	73.26	71.62	70.49
Gold	46·9	46·1	46·2	138·3	137·6	132·6	64.86	63.43	61.26
Other metal	43·9	43·4	42·9	177·2	175·2	174·6	77.79	76.04	74.90
Fuels	41·2	40·7	40·9	154·2	153·5	155·3	63.53	62.47	63.52
Coal	40·1	40·4	39·9	148·4	148·7	151·8	59.51	60.07	60.57
Oil and natural gas	44·3	41·3	44·0	169·9	168·3	165·5	75.27	69.51	72.82
Non-metal	44·5	44·0	43·6	147·9	146·0	141·9	65.82	64.24	61.87
Manufacturing	**41·2**	**41·3**	**41·4**	**140·4**	**139·7**	**137·4**	**57.84**	**57.70**	**56.88**
Food and beverages	41·0	42·0	41·7	119·0	114·9	116·4	48.79	48.26	48.54
Meat products	40·8	40·0	40·5	149·8	148·7	148·9	61.12	59.48	60.30
Canned and preserved fruits and vegetables	37·9	44·7	38·8	92·6	89·8	92·2	35.10	40.14	35.77
Grain mill products	42·1	42·1	42·8	136·7	136·8	131·9	57.55	57.59	56.45
Bread and other bakery products	43·1	43·5	43·6	106·0	104·5	105·8	45.69	45.46	46.13
Distilled and malt liquors	40·6	39·8	40·9	153·3	155·6	150·3	62.24	61.93	61.47
Tobacco and tobacco products	40·5	40·3	40·3	141·2	141·2	136·2	57.19	56.90	54.89
Rubber products	41·1	41·9	41·2	144·7	145·2	143·3	59.47	60.84	59.04
Leather products	37·5	38·7	38·5	100·8	99·6	98·7	37.80	38.55	38.00
Boots and shoes (except rubber)	35·6	37·6	36·7	97·6	96·2	94·8	34.75	36.17	34.79
Textile products (except clothing)	42·8	42·7	40·9	110·6	109·6	108·1	47.34	46.80	44.21
Cotton yarn and broad woven goods	41·0	40·6	37·6	112·0	111·5	110·4	45.92	45.27	41.51
Woollen goods	43·5	44·0	42·6	104·2	104·6	102·8	45.33	46.02	43.79
Synthetic textiles and silk	45·4	45·2	44·1	115·7	114·1	111·9	52.53	51.57	49.35
Clothing (textile and fur)	38·3	37·7	38·2	98·5	98·7	96·8	37.73	37.21	36.98
Men's clothing	37·3	37·0	37·8	97·8	97·8	95·4	36.48	36.19	36.06
Women's clothing	36·1	35·3	35·2	101·8	103·5	100·7	36.75	36.54	35.45
Knit goods	41·1	40·4	40·9	98·4	98·8	97·2	40.44	39.92	39.75
*Wood products	42·5	42·3	42·6	127·4	126·2	122·8	54.15	53.38	52.31
Saw and planing mills	41·8	41·9	41·7	135·8	133·8	131·1	56.76	56.06	54.67
Furniture	43·9	43·5	44·2	115·4	114·8	112·1	50.66	49.94	49.55
Other wood products	43·1	42·7	43·8	108·6	108·4	107·8	46.81	46.29	47.22
Paper products	42·6	42·4	43·5	162·4	161·1	153·3	69.18	68.31	66.69
Pulp and paper mills	42·8	42·5	43·8	173·3	172·0	164·5	74.17	73.10	72.05
Other paper products	42·0	42·0	42·7	128·6	127·2	121·3	54.01	53.42	51.80
Printing, publishing and allied industries	40·4	40·4	40·0	166·8	166·4	160·5	67.39	67.23	64.20
*Iron and steel products	41·2	41·4	41·7	157·9	158·0	154·7	65.05	65.41	64.51
Agricultural implements	39·7	39·1	37·3	158·2	154·3	158·8	62.81	60.33	59.23
Fabricated and structural steel	41·0	40·9	42·1	166·7	165·3	164·2	68.35	67.61	69.13
Hardware and tools	42·1	42·3	42·4	146·2	146·6	141·2	61.55	62.01	59.87
Heating and cooking appliances	42·5	42·7	41·7	142·8	141·9	134·1	60.69	60.59	55.92
Iron castings	42·3	42·2	42·6	154·5	156·4	154·3	65.35	66.00	65.73
Machinery manufacturing	41·5	42·2	43·2	152·0	152·8	149·4	63.08	64.48	64.54
Primary iron and steel	39·8	40·1	40·4	174·1	173·7	170·7	69.29	69.65	68.96
Sheet metal products	41·0	41·3	41·2	153·5	153·7	144·9	62.94	63.48	59.70
*Transportation equipment	41·1	40·7	41·1	162·6	162·8	157·8	66.83	66.26	64.86
Aircraft and parts	41·2	41·7	43·3	170·0	172·3	159·6	70.04	71.85	69.11
Motor vehicles	41·7	39·6	39·3	174·1	172·7	169·3	72.60	68.39	66.53
Motor vehicle parts and accessories	40·8	38·6	39·9	166·6	162·5	158·2	67.97	62.73	63.12
Railroad and rolling stock equipment	40·0	39·7	39·3	159·4	159·4	157·6	63.76	63.28	61.94
Shipbuilding and repairing	42·4	42·8	43·7	151·4	152·0	147·4	64.19	65.06	64.41
*Non-ferrous metal products	41·6	41·5	41·4	160·3	160·2	156·3	66.68	66.48	64.71
Aluminum products	41·4	41·8	41·5	146·4	145·8	145·0	60.61	60.94	60.18
Brass and copper products	42·4	41·7	42·7	151·3	151·2	146·9	64.15	63.05	62.73
Smelting and refining	41·3	41·3	41·0	172·8	173·0	170·7	71.37	71.45	69.99
*Electrical apparatus and supplies	40·0	40·9	41·6	148·9	150·1	146·0	59.56	61.39	60.74
Heavy electrical machinery and equipment	40·4	40·4	41·5	165·9	166·2	160·6	67.02	67.14	66.65
*Non-metallic mineral products	44·4	43·8	43·9	143·0	142·5	137·2	63.49	62.42	60.23
Clay products	44·6	44·6	45·5	132·9	132·0	126·2	59.27	58.87	57.42
Glass and glass products	43·3	42·7	44·5	142·4	141·6	133·2	61.66	60.46	59.27
Products of petroleum and coal	41·7	41·4	42·8	192·3	191·0	185·4	80.19	79.07	79.35
Chemical products	41·6	41·3	42·0	146·8	146·4	140·0	61.07	60.46	58.80
Medicinal and pharmaceutical preparations	41·5	41·3	41·7	121·0	121·0	115·8	50.22	49.97	48.29
Acids, alkalis and salts	42·3	41·5	42·0	167·7	167·6	159·0	70.94	69.55	66.78
Miscellaneous manufacturing industries	41·9	41·5	42·0	115·1	116·2	112·3	48.23	48.22	47.17
*Durable goods	41·5	41·5	41·7	151·6	151·5	148·8	62.91	62.87	62.05
Non-durable goods	40·9	41·0	41·0	129·5	128·1	124·8	52.97	52.52	51.17
Construction	**41·7**	**41·8**	**42·4**	**145·7**	**144·7**	**146·5**	**60.76**	**60.48**	**62.12**
Buildings and structures	41·6	41·6	41·4	157·0	156·1	160·7	65.31	64.94	66.53
Highways, bridges and streets	41·8	42·1	41·9	122·2	121·2	116·0	51.08	51.03	48.60
Electric and motor transportation	45·1	45·4	45·4	141·2	141·7	136·2	63.68	64.33	61.53
Service	**40·6**	**40·8**	**41·3**	**85·3**	**84·7**	**81·1**	**34.63**	**34.56**	**33.49**
Hotels and restaurants	40·9	41·1	41·6	85·7	84·8	81·2	35.05	34.85	33.78
Laundries and dry cleaning plants	40·9	40·8	41·5	80·3	80·2	76·9	32.84	32.72	31.91

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1949	11,996	13,063	25,059	150,474	36,185	186,659
January 1, 1950	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,381	13,018	29,399	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954 (1)	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955 (1)	8,420	7,776	16,196	371,959	93,805	465,764

* — Current vacancies only. Deferred vacancies are excluded.
(1) — Latest figures subject to revision.

TABLE D-?.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1954 (1)

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from October 29, 1954	Change from November 30, 1953
Agriculture, Fishing, Trapping	**220**	**132**	**352**	**— 202**	**— 36**
Forestry	**2,425**	**3**	**2,428**	**— 1,688**	**+ 1,799**
Mining, Quarrying and Oil Wells	**317**	**42**	**359**	**— 21**	**— 17**
Metal Mining	59	2	61	— 17	— 52
Fuels	219	8	227	— 5	+ 21
Non-Metal Mining	—	2	2	— 9	— 25
Quarrying, Clay and Sand Pits	3	1	4	— 6	+ 4
Prospecting	36	29	65	+ 16	+ 35
Manufacturing	**2,158**	**1,710**	**3,868**	**— 919**	**— 610**
Foods and Beverages	103	142	245	— 138	— 64
Tobacco and Tobacco Products	199	535	734	— 79	+ 697
Rubber Products	15	14	29	— 5	— 26
Leather Products	44	70	114	— 25	— 46
Textile Products (except clothing)	44	79	123	— 122	— 114
Clothing (textile and fur)	60	454	514	— 334	— 312
Wood Products	214	51	265	+ 12	— 6
Paper Products	108	33	141	— 10	— 16
Printing, Publishing and Allied Industries	82	54	136	— 45	— 86
Iron and Steel Products	229	63	292	— 90	— 154
Transportation Equipment	394	50	444	— 134	— 129
Non-Ferrous Metal Products	64	17	81	— 36	— 134
Electrical Apparatus and Supplies	341	59	400	+ 106	— 90
Non-Metallic Mineral Products	67	8	75	— 22	— 6
Products of Petroleum and Coal	10	20	30	+ 1	+ 4
Chemical Products	126	35	161	+ 10	— 41
Miscellaneous Manufacturing Industries	58	26	84	— 8	— 87
Construction	**1,322**	**63**	**1,385**	**— 259**	**+ 162**
General Contractors	929	45	974	— 158	+ 179
Special Trade Contractors	393	18	411	— 101	— 17
Transportation, Storage and Communication	**401**	**163**	**564**	**+ 96**	**— 261**
Transportation	216	56	272	— 55	— 217
Storage	16	8	24	+ 1	— 2
Communication	169	99	268	+ 150	— 42
Public Utility Operation	**50**	**32**	**82**	**— 6**	**— 9**
Trade	**1,356**	**2,188**	**3,544**	**+ 464**	**— 852**
Wholesale	454	322	776	— 47	— 125
Retail	902	1,866	2,768	+ 511	— 727
Finance, Insurance and Real Estate	**482**	**401**	**883**	**— 33**	**— 438**
Service	**7,385**	**5,568**	**12,953**	**+ 5,254**	**— 698**
Community or Public Service	182	745	927	+ 101	— 91
Government Service	6,647	1,145	7,792	+ 6,093	— 167
Recreation Service	27	68	95	— 57	— 69
Business Service	297	191	488	— 3	— 51
Personal Service	232	3,419	3,651	— 880	— 320
GRAND TOTAL	**16,116**	**10,302**	**26,418**	**+ 2,686**	**— 960**

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT DECEMBER 2, 1954 [1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,360	441	1,801	4,981	1,134	6,115
Clerical workers	6,671	3,325	9,996	13,321	22,641	35,962
Sales workers	1,663	1,341	3,004	4,813	8,946	13,759
Personal and domestic service workers	337	3,816	4,153	25,998	16,506	42,504
Seamen	—	—	—	1,527	2	1,529
Agriculture and fishing	195	6	201	2,402	382	2,784
Skilled and semiskilled workers	4,989	719	5,708	114,800	19,747	134,547
Food and kindred products (inc tobacco)	39	15	54	1,455	433	1,888
Textiles, clothing, etc.	32	482	514	3,961	12,646	16,607
Lumber and wood products	2,684	7	2,691	9,753	187	9,940
Pulp, paper (inc. printing)	42	10	52	845	390	1,235
Leather and leather products	25	51	76	1,240	1,179	2,419
Stone, clay and glass products	9	1	10	474	59	533
Metalworking	269	22	291	17,986	1,280	19,266
Electrical	121	35	156	2,166	674	2,840
Transportation equipment	.....	.....	.....	1,369	80	1,449
Mining	27	.....	27	1,280	—	1,280
Construction	443	.....	443	28,926	5	28,931
Transportation (except seamen)	343	5	348	18,648	117	18,765
Communications and public utility	57	.....	57	537	8	545
Trade and service	76	63	139	3,290	1,510	4,800
Other skilled and semiskilled	684	26	710	17,381	901	18,282
Foremen	33	1	34	2,322	272	2,594
Apprentices	105	1	106	3,167	6	3,173
Unskilled workers	889	856	1,745	87,969	15,871	103,840
Food and tobacco	66	595	661	3,546	4,227	7,773
Lumber and lumber products	121	2	123	9,269	283	9,552
Metalworking	29	9	38	7,339	595	7,934
Construction	312	1	313	38,620	22	38,642
Other unskilled workers	361	249	610	29,195	10,744	39,939
GRAND TOTAL	**16,104**	**10,504**	**26,608**	**255,811**	**85,229**	**341,040**

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
Newfoundland	**287**	**587**	**188**	**6,745**	**3,494**	**8,290**
Corner Brook	6	62	13	1,349	896	1,413
Grand Falls	1	100	3	509	230	788
St. John's	280	425	172	4,887	2,368	6,089
Prince Edward Island	**116**	**100**	**174**	**1,898**	**996**	**1,858**
Charlottetown	114	72	156	1,166	618	1,179
Summerside	2	28	18	732	378	679
Nova Scotia	**1,515**	**1,414**	**1,371**	**14,346**	**11,920**	**15,600**
Amherst	26	11	.....	509	390	540
Bridgewater	138	36	38	553	492	699
Halifax	1,126	1,127	1,151	4,064	3,578	3,340
Inverness	.....	.....	.....	328	189	371
Kentville	70	64	55	923	625	1,390
Liverpool	37	47	6	306	261	432
New Glasgow	18	16	32	2,678	2,311	2,383
Springhill	.....	2	6	467	420	714
Sydney	54	72	59	2,514	2,238	3,328
Truro	35	25	10	771	585	928
Yarmouth	11	14	14	1,233	831	1,486

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
New Brunswick	**1,111**	**830**	**941**	**13,858**	**10,183**	**15,553**
Bathurst	11	16	11	1,190	554	1,511
Campbellton	66	38	24	830	611	881
Edmundston	31	45	5	596	284	1,178
Fredericton	529	282	115	855	819	1,471
Minto	10	8	29	342	456	645
Moncton	239	203	445	3,612	2,351	3,430
Newcastle	14	20	5	1,215	927	1,172
Saint John	173	152	279	3,050	2,615	2,961
St. Stephen	14	17	7	1,357	1,016	1,209
Sussex	20	41	12	249	208	331
Woodstock	4	8	9	562	342	764
Quebec	**5,621**	**8,717**	**5,333**	**97,834**	**75,531**	**97,021**
Asbestos	23	13	71	413	371	526
Beauharnois	3	1	7	567	487	728
Buckingham	6	26	4	589	434	702
Causapscal	124	78	26	597	413	954
Chandler	.....	4	2	609	200	808
Chicoutimi	227	156	181	920	575	1,645
Dolbeau	69	65	5	312	221	633
Drummondville	16	20	63	1,625	1,442	2,266
Farnham	8	9	17	920	650	543
Forestville	52	75	.....	244	178	236
Gaspe	26	3	1	377	165	432
Granby	27	21	10	1,488	1,194	1,177
Hull	52	62	26	2,126	1,459	1,873
Joliette	154	109	162	1,729	1,491	1,836
Jonquiere	73	121	49	1,181	828	1,645
Lachute	2	10	13	380	289	568
La Malbaie	2	45	2	531	188	446
La Tuque	994	2,110	11	611	387	502
Levis	81	86	90	2,476	1,221	2,133
Louiseville	40	13	17	528	378	427
Maniwaki	5	7	5	320	118	360
Matane	3	63	38	592	288	732
Megantic	16	18	18	608	362	710
Mont-Laurier	14	4	4	363	330	390
Montmagny	15	16	10	778	439	924
Montreal	2,019	2,538	2,801	40,472	35,124	34,149
New Richmond	12	32	11	637	234	690
Port Alfred	5	169	6	411	203	665
Quebec	335	532	470	8,445	5,922	8,778
Rimouski	17	18	12	1,168	481	1,392
Riviere du Loup	11	23	36	1,299	646	1,731
Roberval	94	39	22	303	230	467
Rouyn	68	119	79	1,189	1,066	1,528
Ste. Agathe	13	7	18	540	366	566
Ste. Anne de Bellevue	21	22	14	742	490	594
Ste. Therese	36	50	26	1,016	850	1,064
St. Georges Est	281	396	275	903	635	800
St. Hyacinthe	50	34	112	1,416	1,205	1,603
St. Jean	42	41	66	1,114	1,075	1,322
St. Jerome	16	16	47	1,046	729	1,262
St. Jospeh d'Alma	15	716	15	794	438	1168
Sept Iles	18	19	5	454	155	516
Shawinigan Falls	21	31	19	2,115	1,634	2,859
Sherbrooke	138	135	144	3,037	2,809	3,463
Sorel	29	33	15	1,959	1,407	1,392
Thetford Mines	107	140	34	812	564	864
Three Rivers	96	125	146	3,693	2,453	3,412
Val d'Or	69	280	17	948	731	1,053
Valleyfield	31	35	34	1,228	1,088	1,307
Victoriaville	45	32	77	1,209	888	1,180
Ontario	**8,935**	**7,349**	**9,689**	**120,947**	**104,705**	**96,884**
Arnprior	19	14	6	226	119	192
Barrie	45	84	70	890	709	686
Belleville	30	24	23	921	726	884
Bracebridge	39	20	28	753	512	623
Brampton	7	19	17	390	355	245
Brantford	32	52	70	2,452	2,279	3,324
Brockville	19	12	19	306	257	303
Carleton Place	.....	2	.....	168	128	265
Chatham	31	169	176	1,972	1,331	1,595
Cobourg	5	11	11	459	363	386
Collingwood	3	8	5	651	601	387
Cornwall	83	50	30	1,951	1,549	1,608
Fort Erie	1	3	10	583	467	353
Fort Frances	18	7	24	471	170	271
Fort William	72	92	89	1,490	1,283	1,276
Galt	42	55	99	1,136	987	727
Gananoque	1	3	6	186	151	222

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
Ontario—Con.						
Goderich	16	16	31	408	302	297
Guelph	79	64	187	1,246	1,031	790
Hamilton	498	494	371	10,481	9,088	8,562
Hawkesbury	21	18	15	539	300	513
Ingersoll	234	14	22	505	489	331
Kapuskasing	19	21	34	751	411	733
Kenora	4	9	31	521	268	427
Kingston	133	154	120	879	783	1,237
Kirkland Lake	14	18	25	862	615	811
Kitchener	81	71	133	1,801	1,790	1,246
Leamington	4	3	41	715	763	636
Lindsay	43	33	31	615	616	571
Listowel	15	21	12	244	179	192
London	769	294	1,052	3,826	3,308	2,741
Midland	6	10	12	690	535	646
Napanee	3	5	1	423	248	537
New Toronto	67	83	90	2,056	1,642	1,274
Niagara Falls	38	31	56	2,299	1,678	1,273
North Bay	20	24	24	1,304	988	1,192
Oakville	33	28	305	536	619	522
Orillia	13	15	24	736	644	626
Oshawa	67	95	114	3,078	4,351	5,990
Ottawa	1,674	709	1,858	3,188	2,574	2,730
Owen Sound	26	24	56	1,008	736	952
Parry Sound	5	1	.....	359	257	331
Pembroke	63	76	64	1,029	844	930
Perth	18	13	22	342	249	388
Peterborough	34	19	36	2,037	1,821	1,599
Picton	2	4	17	314	170	317
Port Arthur	93	104	87	2,411	1,500	1,962
Port Colborne	10	8	23	566	476	563
Prescott	41	17	24	391	349	544
Renfrew	16	12	7	430	298	373
St. Catharines	92	51	53	2,617	2,199	3,989
St. Thomas	403	855	59	1,766	1,515	446
Sarnia	32	36	42	2,056	1,557	1,291
Sault Ste. Marie	42	71	66	2,726	2,677	1,757
Simcoe	33	36	50	527	492	712
Sioux Lookout	10	8	9	159	127	159
Smiths Falls	7	10	8	315	229	382
Stratford	20	24	17	724	575	578
Sturgeon Falls	.....	.....	2	923	629	784
Sudbury	156	77	154	2,616	1,802	1,983
Timmins	39	43	30	1,558	1,142	1,515
Toronto	2,597	2,667	3,346	26,618	24,130	17,641
Trenton	53	38	33	802	546	867
Walkerton	9	23	10	520	437	315
Wallaceburg	4	13	2	552	286	535
Welland	9	11	10	1,766	1,548	1,915
Weston	221	150	66	990	841	649
Windsor	597	91	87	11,656	11,738	5,785
Woodstock	5	12	37	461	326	398
Manitoba	**2,853**	**1,416**	**3,549**	**17,253**	**11,578**	**15,391**
Brandon	124	154	222	1,188	641	814
Dauphin	17	28	9	686	318	663
Flin Flon	10	30	23	300	196	261
Portage la Prairie	63	30	103	645	404	614
The pas	3	5	10	101	55	123
Winnipeg	2,636	1,169	3,182	14,333	9,964	12,916
Saskatchewan	**707**	**691**	**812**	**9,698**	**5,245**	**6,653**
Estevan	16	24	22	210	83	133
Moose Jaw	57	124	106	974	609	736
North Battleford	61	39	21	766	356	578
Prince Albert	28	27	34	1,392	746	957
Rdgina	135	164	278	2,178	1,142	1,261
Saskatoon	285	124	170	2,379	1,463	1,750
Swift Current	68	93	52	392	150	294
Weyburn	35	36	49	252	106	205
Yorkton	22	60	80	1,155	590	739
Alberta	**1,619**	**1,880**	**1,482**	**15,170**	**10,432**	**13,642**
Blairmore	14	19	16	371	307	186
Calgary	743	501	477	4,826	3,534	4,630
Drumheller	15	55	20	150	125	140
Edmonton	682	1,020	664	6,671	4,485	6,194
Edson	25	24	70	245	193	176
Lethbridge	48	147	160	1,291	651	1,245
Medicine Hat	55	41	31	1,016	726	602
Red Deer	30	57	39	548	381	391
Yellowknife	7	16	5	52	30	78

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	[1] Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
British Columbia	**3,844**	**1,241**	**3,775**	**43,291**	**30,049**	**44,715**
Chilliwack	29	28	27	983	546	990
Courtenay	13	23	38	796	440	838
Cranbrook	11	14	5	525	235	626
Dawson Creek	13	5	11	308	212	208
Duncan	21	30	29	477	273	351
Kamloops	39	70	67	614	282	566
Kelowna	4	11	12	668	234	915
Mission City	17	14	22	711	462	915
Nanaimo	7	19	22	917	682	1,082
Nelson	15	15	3	820	396	1,055
New Westminster	104	104	279	4,680	4,022	4,876
Penticton	1	5	1	428	203	920
Port Alberni	11	4	12	516	308	413
Prince George	61	51	31	2,311	1,209	1,915
Prince Rupert	134	38	18	973	709	1,071
Princeton	2	1	1	150	86	156
Trail	15	11	15	612	410	935
Vancouver	3,133	591	2,974	22,402	16,432	22,828
Vernon	15	15	16	929	330	1,115
Victoria	179	157	144	3,092	2,375	2,712
Whitehorse	20	35	48	379	203	228
Canada	**26,608**	**24,225**	**27,314**	**341,040**	**264,133**	**315,607**
Males	16,104	13,724	15,446	255,811	187,123	241,094
Females	10,504	10,501	11,868	85,229	77,010	74,513

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies not included.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1949–1954

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1949	684,179	464,363	219,816	44,811	118,364	281,080	162,659	77,265
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1953 (11 Months)	930,126	621,806	308,320	71,369	245,331	320,536	189,131	103,759
1954 (11 Months)	800,192	505,851	294,341	62,319	197,409	255,902	161,867	122,695

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS AND AMOUNT OF BENEFIT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Number Commencing Benefit	Month of November, 1954		
			Number of days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid $
Newfoundland	3,799	1,518	56,698	(347)	190,672
Prince Edward Island	686	389	13,852	(206)	39,316
Nova Scotia	10,239	4,640	211,712	(3,324)	679,944
New Brunswick	8,811	4,198	165,009	(1,784)	516,675
Quebec	63,553	34,593	1,431,840	(27,515)	4,301,130
Ontario	74,654	40,787	1,727,092	(26,070)	5,513,906
Manitoba	9,439	5,090	192,843	(3,609)	572,420
Saskatchewan	5,132	2,578	82,640	(966)	248,692
Alberta	6,686	4,109	151,279	(2,589)	460,923
British Columbia	24,177	12,834	479,090	(7,317)	1,496,577
Total, Canada, November, 1954	207,176	110,736	4,512,055	(73,727)	14,020,255
Total, Canada, October, 1954	173,025	84,051	3,780,046	(70,511)	11,779,296
Total, Canada, November, 1953	177,711	94,642	3,337,519	(39,801)	10,172,035

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT NOVEMBER 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							November 30, 1953 Total	
	Total		6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	5,354	(10)	2,041	879	700	742	394	598	6,384 (8)
Male	5,086	(10)	1,998	848	663	694	364	519	6,104 (7)
Female	268	(—)	43	31	37	48	30	79	280 (1)
Prince Edward Island	1,273	(10)	439	238	183	173	77	163	1,311 (5)
Male	1,031	(8)	385	211	142	129	50	114	1,033 (2)
Female	242	(2)	54	27	41	44	27	49	278 (3)
Nova Scotia	11,941	(128)	2,806	1,366	1,715	2,514	1,319	2,221	13,166 (101)
Male	10,477	(105)	2,543	1,225	1,522	2,211	1,139	1,837	11,718 (83)
Female	1,464	(23)	263	141	193	303	180	384	1,448 (18)
New Brunswick	11,544	(82)	3,240	1,809	1,822	1,787	996	1,890	12,827 (54)
Male	9,406	(61)	2,799	1,513	1,491	1,406	769	1,428	11,084 (44)
Female	2,138	(21)	441	296	331	381	227	462	1,743 (10)
Quebec	81,393	(1,045)	23,618	10,023	10,596	13,459	7,827	15,870	79,814 (662)
Male	61,486	(664)	19,348	7,993	8,273	9,985	5,397	10,490	60,166 (444)
Female	19,907	(401)	4,270	2,030	2,323	3,474	2,430	5,380	19,648 (218)
Ontario	96,582	(957)	26,841	10,691	12,818	16,648	9,422	20,162	66,226 (488)
Male	75,282	(729)	21,869	8,704	10,209	12,857	7,022	14,621	51,190 (353)
Female	21,300	(228)	4,972	1,987	2,609	3,791	2,400	5,541	15,036 (135)
Manitoba	13,664	(171)	4,678	1,778	2,150	2,045	927	2,086	11,399 (96)
Male	9,954	(133)	3,560	1,420	1,604	1,430	612	1,328	8,387 (57)
Female	3,710	(38)	1,118	358	546	615	315	758	3,012 (39)
Saskatchewan	7,370	(54)	2,708	1,290	1,142	1,044	473	713	4,779 (25)
Male	6,093	(40)	2,394	1,152	966	806	309	466	3,902 (17)
Female	1,277	(14)	314	138	176	238	164	247	877 (8)
Alberta	11,795	(79)	4,670	1,518	1,583	1,528	816	1,680	10,037 (54)
Male	9,163	(64)	3,991	1,238	1,231	1,033	528	1,142	8,222 (48)
Female	2,632	(15)	679	280	352	495	288	538	1,815 (6)
British Columbia	33,546	(232)	9,986	4,461	5,313	6,223	2,912	4,651	32,573 (172)
Male	26,562	(173)	8,357	3,772	4,281	4,806	2,037	3,309	26,217 (136)
Female	6,984	(59)	1,629	689	1,032	1,417	875	1,342	6,356 (36)
CANADA	274,462	(2,768)	81,027	34,053	38,022	46,163	25,163	50,034	238,516 (1,665)
MALE	214,540	(1,967)	67,244	28,076	30,382	35,357	18,227	35,254	188,023 (1,191)
FEMALE	59,922	(801)	13,783	5,977	7,640	10,806	6,936	14,780	50,493 (474)

* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	3,993	3,001	992	3,077	2,208	869	1,577
Prince Edward Island	869	618	251	745	623	122	231
Nova Scotia	7,641	4,735	2,906	7,100	5,890	1,210	1,961
New Brunswick	7,266	4,960	2,306	6,501	5,294	1,207	2,059
Quebec	54,665	33,802	20,863	48,816	40,459	8,357	15,443
Ontario	65,338	37,414	27,924	61,756	51,720	10,036	15,488
Manitoba	9,267	6,006	3,261	8,742	7,127	1,615	1,431
Saskatchewan	5,725	4,055	1,670	4,792	3,722	1,070	1,595
Alberta	9,793	6,015	3,778	7,875	6,344	1,531	3,064
British Columbia	23,187	13,592	9,595	21,002	16,688	4,314	5,902
Total Canada, November, 1954	187,744*	114,198	73,546	170,406†	140,075	30,331	48,751
Total Canada, October, 1954	127,609	71,861	55,748	121,742	100,353	21,389	31,413
Total Canada, November, 1953	188,881	121,682	67,199	164,965	135,808	29,157	54,066

* In addition, revised claims received numbered 19,403. † In addition, 18,940 revised claims were disposed of. Of these, 1,493 were special requests not granted, and 991 were appeals by claimants. There were 2,686 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—October	3,220,000	3,100,600	119,400
November	3,230,000	3,076,400	153,600
December	3,276,000	3,037,500	238,500
1954—January	3,328,000	2,937,000	391,000†
February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House-Hold Operation	Other Commodities and Services
	Dec. 1, 1953	Nov. 1, 1954	Dec. 1, 1954					
(1) St. John's, Nfld.	102·7	102·8	102·9	101·1	107·5	101·8	103·0	103·5
Halifax	113·2	114·5	114·5	107·8	123·3	114·5	119·0	116·9
Saint John	115·5	117·5	117·5	113·2	124·1	116·5	116·4	123·0
Montreal	116·7	117·1	117·0	115·3	134·1	107·2	115·8	116·8
Ottawa	115·5	117·2	117·0	112·0	131·1	111·3	116·3	119·6
Toronto	117·6	118·9	118·8	110·5	144·7	110·4	116·0	119·4
Winnipeg	114·7	115·7	115·5	110·9	125·7	112·4	113·6	118·0
Saskatoon–Regina	113·3	114·8	113·9	110·2	115·2	114·9	117·9	113·2
Edmonton–Calgary	114·5	115·3	115·0	110·7	121·0	112·6	115·7	118·7
Vancouver	116·3	118·6	118·3	111·6	126·1	112·6	125·4	122·4

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
March	12	18	1,107	1,722	13,945	0·02
April	24	33	1,657	2,268	24,661	0·03
May	7	20	2,032	3,341	31,040	0·04
June	20	31	9,086	10,157	86,085	0·10
July	15	29	4,410	6,607	54,111	0·07
August	8	20	1,207	3,959	48,210	0·06
September	14	21	8,597	9,815	127,582	0·15
October	20	29	17,948	26,262	309,986	0·37
November	11	23	3,764	20,628	326,460	0·39
December	6	16	301	12,169	240,841	0·29
Cumulative Totals	168		61,477		1,472,160	0·15
1953						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	12	20	4,479	5,405	32,998	0·04
April	15	22	2,854	3,626	29,180	0·03
May	17	30	2,740	4,752	36,097	0·04
June	16	31	4,809	6,452	57,300	0·07
July	17	32	4,653	7,399	73,898	0·09
August	8	22	5,038	9,031	94,578	0·11
September	27	41	13,499	17,012	126,306	0·15
October	21	45	5,778	16,312	267,623	0·32
November	9	41	6,366	19,366	286,643	0·34
December	7	29	1,188	11,275	265,265	0·31
Cumulative Totals	174		55,988		1,324,715	0·13

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knolwedge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars(2)
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to December 1954					
MANUFACTURING—					
Vegetable Foods, etc.—					
Canning factory workers, Penticton, Kelowna, Mission City, Ashcroft and Vancouver, B.C.	5	531	10,000	Oct. 19	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unterminated.
Textiles, Clothing, etc.—					
Shirt factory workers, Montreal, Que.	1	75	1,700	Oct. 7	For a union agreement providing for increased wages, following reference to arbitration board; unterminated.
Textile factory workers, Kitchener, Ont.	1	97	1,000	Oct. 20	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; terminated December 16; conciliation; compromise.
Hosiery factory workers, Montreal, Que.	1	60	1,500	Nov. 4	For implementation of award of arbitration board for same piece-work rates for knitters in union agreement under negotiations, instead of proposed reduction; unterminated.
Metal Products—					
Motor vehicle factory and parts depot workers, Windsor, Oakville, Etobicoke, Ont.	3	7,765	175,000	Oct. 10 Oct. 15 Nov. 15	For new agreements providing for increased wages and fringe benefits, following reference to conciliationboards; unterminated.
Structural steel fabricators and erectors, Lachine and Longue Pointe, Que.	2	1,132	1,120	Oct. 15	For a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to arbitration board; terminated December 1; negotiations; in favour of employer.
Plumbing and heating equipment factory workers, Toronto, Ont.	2	(3) 736	16,000	Oct. 21	For a new agreement providing for increased wages, following reference to conciliation board; unterminated.
Radio parts factory workers, Toronto, Ont.	1	100	2,300	Nov. 1	For implementation of award of conciliation board for increased wages in new agreement under negotiations; partial return of workers; unterminated.
Miscellaneous Products—					
Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	31,000	Nov. 16	For new agreements providing for increased wages, following reference to arbitration boards; unterminated.
SERVICE—					
Public Administration—					
Public works employees, Wallaceburg, Ont.	1	14	82	Oct. 19	For union recognition; terminated by December 7; replacement; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During December 1954					
		[4]			
MANUFACTURING—					
Boots and Shoes (Leather)—					
Shoe factory workers, London, Ont.	1	58	150	Dec. 29	Protest against language used by foreman in supervising operations; unterminated.
Printing and Publishing—					
Newspaper and job printing plant workers, Granby, Que.	1	25	100	Dec. 7	Protesting employment of a certain worker as foreman; terminated December 14; negotiations; in favour of workers.
Metal Products—					
Electrical apparatus factory workers, Winnipeg, Man.	1	41	690	Dec. 9	For a new agreement providing for closed shop and Rand formula for union dues; unterminated.
Electrical apparatus factory workers, Brantford, Ont.	1	150	40	Dec. 29	Protesting suspension of union official for breach of discipline; terminated December 29; return of workers pending reference to arbitration; indefinite.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters and electricians, Hamilton, Ont.	1	12	84	Dec. 23	For a union agreement and protesting employment of labourers to erect concrete forms; unterminated.
TRADE—					
Sash and door jobbers, Vernon, B.C.	1	15	75	Dec. 1	For a new agreement providing for increased wages, pay for three statutory holidays and two weeks' vacations; terminated December 7; negotiations; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 205 indirectly affected; (4) 35 indirectly affected.

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*No pamphlet.

These monographs and pamphlets, prepared by the Economics and Research Branch, are available from the Circulation Manager, Department of Labour. The monographs are primarily for the use of those engaged in the vocational guidance of young Canadians as well as for that of readers desiring detailed information. The pamphlets are written in simpler form for reading by young people themselves.

MARCH 15, 1955

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

IN February there was an unusually large increase in employment in non-farm industries, stemming mainly from the settlement of the Ford strike in Ontario and an early spring upturn in British Columbia. Unemployment increased slightly during the month and continued well above year-ago levels.

In the week ended February 19, the number of persons with jobs was estimated to be 5,012,000, some 25,000 more than a month earlier and 42,000 more than a year before. The increase during the month took place in spite of a drop of 25,000 in the number of persons with jobs in agriculture.

Although employment is higher than last year, it has not yet increased sufficiently to absorb the addition to the labour force. Consequently, the number of persons without jobs and seeking work (379,000), plus those laid off for the full week (23,000), are estimated to be 402,000, some 64,000 above last year. The local distribution of persons registered with the National Employment Service indicates that more than one-half of the increase in unemployment occurred in the metropolitan centres of Ontario and Quebec, although these areas account for only two-fifths of the country's wage and salary workers.

The upturn revealed in the latest estimates of employment does not necessarily indicate a sudden shift in the underlying employment trend.[1] Employment has fluctuated considerably in recent months but on balance it has been responding, at least in part, to the recent upturn in business conditions. The most significant difference from last year's experience

[1] Employment levels in many industries in Canada are highly dependent upon weather conditions. Construction and forestry operations, for example, are strongly affected by weather and their employment levels can change abruptly. On the other hand, the monthly labour force survey conducted by the Bureau of Statistics, which provides the only up-to-date measurement of employment, is carried on at fixed intervals. These two factors, the fixed date of the survey and the shifting date of peak or trough levels of activity in outdoor industries, may cause sudden changes in published employment figures, which do not necessarily mean sudden strength or deterioration in the underlying employment situation.

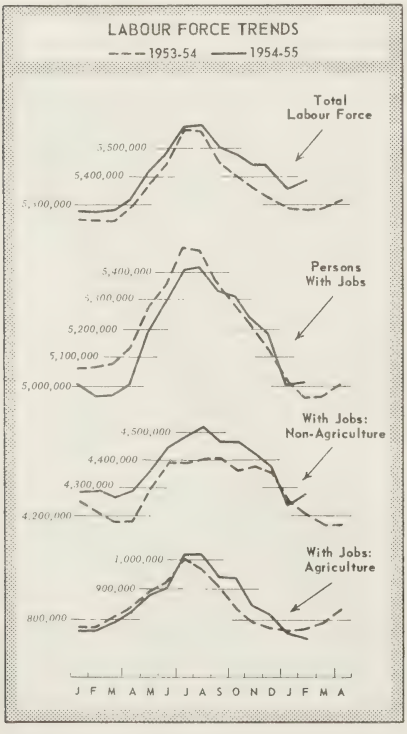
A Monthly *Labour Gazette* Feature

has been the much smaller seasonal decline in non-farm employment, the monthly average decline this winter being 33,000 compared with 73,000 last year.

Recent Employment Trends

Some aspects of recent employment trends (see accompanying chart) illustrate the differing patterns of change in the labour force and in employment during the past two years. It is increasingly evident that the expansion of the labour force slowed down in the first half of 1954 to an annual growth of less than 50,000 but picked up again in the last half of the year. Over-all employment dropped sharply below 1953 levels during the first four months of 1954 and remained moderately lower in the succeeding four months. It rose again at the end of the year but still not enough to catch up with the growth of the labour force.

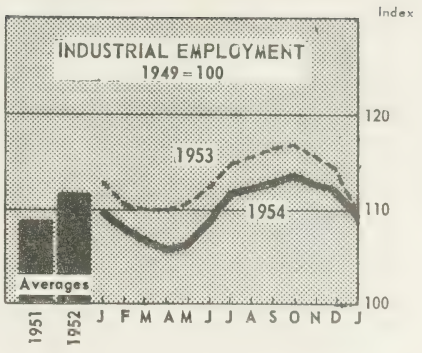
When over-all employment is divided into farm and non-farm components, a somewhat clearer picture emerges. In agriculture, employment was slightly below 1953 levels during the first six months of 1954 but in succeeding months rose substantially above the 1953 levels, reaching a peak in mid-October. This year-to-year margin narrowed rapidly towards the end of the year and by the beginning of 1955 the post-war trend of decreasing farm employment had apparently been established once again. In the non-agricultural sector, on the other hand, the trend was quite different. During the first eight months of 1954 non-farm employment remained well below 1953 levels. This gap closed steadily in the last four months of the year, however, and by December non-agricultural employment was above the year-earlier total for the first time in more than a year.



Additional evidence of a stronger demand for labour in non-farm industries is provided by statistics on employment and hours of work among the industrial establishments that report to the Dominion Bureau of Statistics. The monthly employment indexes based on these reports show a steady closing towards the end of 1954 of the year-to-year gap in the non-farm industries covered. A similar narrowing was evident in manufacturing, construction and transportation, while forestry, mining, trade and service employment remained above the 1953 levels. An upward trend was also apparent in the length of the work week. In manufacturing, for example, average weekly hours worked showed a gain of almost one hour over the year, a significant recovery from earlier months.

Considerable employment variation was apparent among the component manufacturing industries.

In some, employment continued to fall, while in others a recovery was occurring at a level well below that of a year or two earlier. Substantial reduction in defence spending resulted in reduced employment in some defence-associated industries, notably aircraft manufacturing. Shipbuilding employment also dropped markedly during the last part of 1954 owing to a decline in civilian orders. Employment in the manufacture of railway rolling stock and industrial machinery was 20 and 6 per cent lower, respectively, than a year before. Employment in farm implements and fabricated iron and steel was also down from a year earlier, although there was a strong upturn in December.

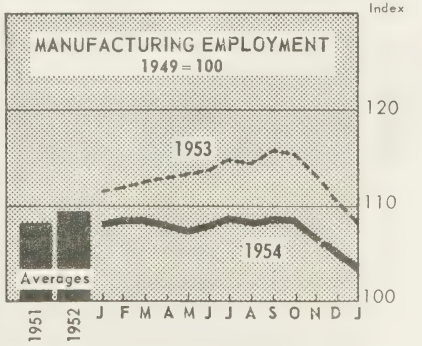


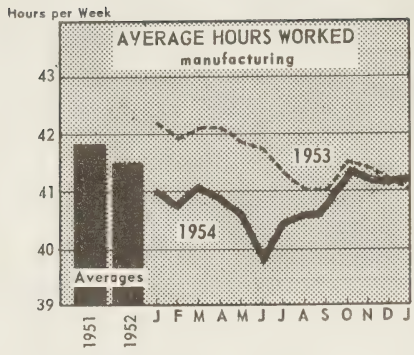
The employment situation in the consumer goods industries has strengthened in recent months as a result of improved inventory positions. Employment in these industries was still 5 per cent lower than in the previous year, although sales of such durable goods as household appliances and television sets have been increasing. On the other hand, employment in the clothing industry, which had risen early last autumn, fell back sharply as a result of the failure of consumer demand to materialize to the extent expected.

Employment trends in the industries producing basic materials have been generally upward. This improvement can be attributed partly to the inventory adjustments that have been taking place over the past year. The heaviest declines in manufacturing inventories occurred in raw materials and there are indications that in textiles and primary iron and steel products inventory liquidation has been completed. The improved outlook in export trade in recent months, particularly in primary products, has also been responsible for the increased employment in this industry group.

Recent Economic Trends

The recent strengthening of the underlying employment situation followed an earlier increase in the tempo of business activity in many industries. Industrial activity turned upward in mid-1954 and by the fourth quarter, non-farm output (seasonally adjusted) had reached a new peak. Disposable personal income showed a moderate year-to-year increase during the quarter, as did total consumer expenditures, and expenditures on services and non-durable goods continued above 1953 levels during the last half of 1954. Expenditures on durable goods strengthened in the third quarter but dropped again in the





fourth, owing to the drop in vehicle sales.

The total of private and public investment expenditures in 1954 is estimated to be 6 per cent lower than in 1953. Private investment, excluding inventory movements, seems to have strengthened during the last half of 1954, largely as a result of the rise in residential construction. Expenditures for machinery and equipment, however, continued the decline noted in earlier months and were considerably lower in the fourth quarter than in the same period of 1953. Total government expenditures for 1954 as a whole were of about the same magnitude as in 1953, reduced defence expenditures being offset by increased spending elsewhere.

Preliminary data on investment intentions in 1955 indicate that over-all investment will be about 6 per cent higher in value than in 1954. Both residential and non-residential construction are expected to increase. Expenditures for machinery and equipment are expected to drop, although by a smaller margin than in 1954. Expectations are that defence spending will level out and public works expenditures will increase so that, on balance, total government spending is likely to increase somewhat in the coming year.

The volume of exports in 1954 was estimated to be about 3.5 per cent lower than in 1953, largely because of a drop in wheat shipments. Imports for 1954 were down by about 6 per cent from the previous year. Seasonally adjusted data indicate that the volume of both imports and exports remained fairly stable or rose slightly through the final quarter of the year, in contrast to the sharp declines that occurred earlier. Most of the recent strength has come from the high level of shipments of forestry products and various base metals; this trend is expected to continue.

In most respects, the economy was in a more favourable position during the final quarter of 1954 than during the same period in 1953. Two factors stand out in particular. First, there was evidence of an end to business inventory liquidation and, secondly, export trade showed some strengthening in contrast to the rather steep decline that occurred during the same period in 1953. Total government and consumer expenditures for goods and services also strengthened. On the other hand, the continued decline in spending for machinery and equipment still retarded activity in some parts of manufacturing.

Labour-Management Relations

COLLECTIVE agreements were reported during the past month in several industries, including automobile manufacturing, rubber products, public service and retail trade. Collective bargaining of major importance was in progress or due to start soon in primary steel and electrical apparatus. Time lost through strikes and lockouts during of February was the lowest on record since March 1954.

Merger Talks Between TLC and CCL

Early in March, national leaders of the Trades and Labour Congress of Canada and of the Canadian Congress of Labour met in Ottawa to hold preliminary discussions on the possible merger of their two organizations. The fusion of Canada's two largest groups of labour unions would bring together under a central body approximately one million union members. It is expected that a draft agreement will be drawn up by representatives of both organizations and submitted for approval at each congress' convention later this year. If it is approved, some form of organic unity could be reached by 1956.

Current Settlements and Negotiations

Automobiles—A new collective agreement was reached between the Chrysler Corporation of Canada and the United Automobile Workers (CIO-CCL), representing 7,500 plant employees of the company at Windsor. The peaceful settlement came within weeks after the settlement of the protracted strike at Ford Co. of Canada. The terms of settlement at Chrysler are in line with those reached at Ford (L.G., Feb., p. 129). Under the terms of the new agreement, Chrysler employees will receive the following benefits: a four-cent wage increase effective from the signing of the agreement; two additional paid statutory holidays for a total of eight; an improved health and welfare plan; and changes in seniority provisions. The union may initiate, beginning next June, joint discussions with the company towards the establishment of a pension plan. The collective agreement is to run until August 1956. Bargaining at the third major producer, General Motors of Canada, Limited, is scheduled to begin during April. It is expected that demands for a guaranteed annual wage will be a major issue. The current five-year contract expires next June 11.

The United Automobile Workers (CIO-CCL) also reached an agreement with the Ford Motor Co. of Canada covering more than 900 office workers at Windsor. Terms of the new agreement were reported to include a basic salary increase of $6.93 per month, incorporation of the cost-of-living allowance of $13.86 per month into basic salary rates and a company-paid medical and hospitalization plan.

Primary Steel—Contract negotiations were reported to have been opened between the Steel Co. of Canada, Limited, and the United Steelworkers of America (CIO-CCL). Union demands include a general wage increase, increased shift differentials, changes in pension provisions and equalization of wage rates in Ontario and Quebec. The union will also negotiate

shortly with the Algoma Steel Corporation, Limited, at Sault Ste. Marie. The union's agreement with the third main steel producer, the Dominion Iron and Steel Limited, Sydney, runs until next year.

Rubber Products—A new agreement was reached between the United Rubber, Cork, Linoleum and Plastic Workers (CIO-CCL) and the Dominion Rubber, Co., Limited, covering employees at the tire plant in Kitchener. Terms of settlement include a general wage increase of four cents per hour, increased shift differentials and other benefits. Negotiations are in progress between the same union and the Firestone Tire and Rubber Co. of Canada, Limited, at Hamilton.

Electrical Apparatus—Contract negotiations were begun in March between the Canadian Westinghouse Co., Limited, and the United Electrical, Radio and Machine Workers of America (indep.) representing some 7,000 employees of the company in Hamilton. Union demands include an 8-cent-per-hour wage increase, automatic progressions to the top of the wage rate range, improvements in health and welfare provisions, and other benefits. The company proposed that wage rates be kept as they are and that seniority rules be changed. The union's contract covering Ontario employees of the other main electrical goods producer, the Canadian General Electric Company Limited, runs until the end of this year.

Aircraft—Negotiations are in progress for a new collective agreement between the International Association of Machinists (AFL-TLC) representing some 10,000 aircraft workers and A.V. Roe Aircraft Limited and Orenda Engines Limited at Malton. These two companies were set up recently to replace A.V. Roe Canada Limited and put aircraft and engine production under separate companies. Both operations have been covered by one collective agreement. The management of the two newly-formed companies have requested separate contracts, while the union wants a master agreement for both. The union is also seeking increases in wage rates ranging from 7 to 14 cents per hour and several other contract changes. The machinists' union recently signed a two-year agreement with Canadair Limited, Montreal, (L.G., Jan., p. 6) providing a 5-cent wage increase and other benefits.

A collective agreement was reported, following conciliation procedures, between De Havilland Aircraft of Canada, Limited, Toronto, and the United Automobile Workers (CIO-CCL). Some 450 office workers are covered. Terms of settlement had not been reported at the time of writing.

Civic Workers—Collective bargaining was in progress between municipal authorities and their employees in several cities. Salary increases were included in the unions' demands in practically all cases. At mid-March, no settlement had been reported in negotiations in progress for some time at Vancouver, Saskatoon, Toronto and Sarnia (L.G. Feb., p. 131).

In Sydney, an agreement was reached between the city council and the Civic Workers' Union representing policemen, firemen and other civic workers. Firemen were granted an increase of $10 per month, while the other groups had their work week reduced from 48 hours to 44 (42 in the case of policemen) with the same take-home pay. Moncton policemen and city council reached a new agreement providing a 7-per-cent increase in salaries.

An arbitration board recently awarded a wage increase of from five to ten cents an hour to hourly-rated employees and $5 to $9.50 monthly to salaried employees of the City of Ottawa. The 1,300 workers affected by the award will also benefit from a health insurance plan, the city contributing half the cost. Other fringe benefits were also included in the arbitration board award.

Retail Trade—A settlement was reached between dairies represented by the Toronto Milk Distributors Association and the Milk Drivers and Dairy Employees unit of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC). Terms of settlement were reported to include a wage increase of $1.75 per week and increased overtime pay. Some 1,600 drivers and plant employees were affected by the new agreement.

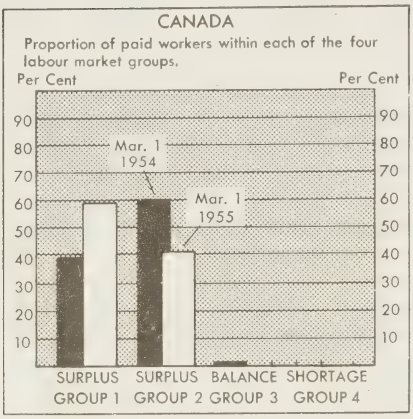
In Winnipeg, an agreement was reported between three dairies and the Retail, Wholesale and Department Store Union (CIO-CCL). Some 300 dairy workers in the bargaining unit are to receive a wage increase of $1.75 per week, a reduction of the work week from 42½ hours to 40 and other benefits.

Grain Elevators—No settlement had been reached at mid-March in the contract dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and some 15 grain elevator companies represented by the Lakehead Elevators Association. A conciliation board had recommended a 3-percent wage increase. Subsequent negotiations failed to produce a settlement on the question of wages and the employees requested the permission of the officers of their international union to take a strike vote. Approximately 1,200 employees are affected by the year-old dispute.

Work Stoppages

Only four work stoppages began during the month of February and time-loss was at the lowest point since March of last year. Preliminary figures on strikes and lockouts for February 1955 show 11 stoppages affecting 2,587 workers, with a total time-loss of 20,055 man-days. Totals for January 1955 were 16 stoppages, 11,106 workers involved and 218,145 man-days lost. In February 1954, there were 17 stoppages involving 4,631 workers and a time-loss of 52,270 man-days.

Manpower Situation in Local Areas



ALTHOUGH the release of workers from seasonal industries continued during February, reports from most local areas indicated that this winter's rise in unemployment was coming to a halt. Only eight areas were reclassified during the month and since the reclassifications partly offset one another little over-all change occurred. Of the 109 areas regularly surveyed, 65 were in the substantial labour surplus category at the first of March and the remaining 44 in the moderate labour surplus group.

An upward employment trend became well established in British Columbia, where favourable weather assisted in the recovery of the forestry and construction industries. An upswing in activity was also evident in a number of manufacturing centres in Ontario. As a result, unemployment was reduced sufficiently in Brantford, Prince George and Prince Rupert to bring these areas from the substantial to the moderate labour surplus category.

Most of the increases in labour surpluses during the month were concentrated in Ontario and the Prairie Provinces. In the Quebec and Atlantic regions, the situation was much the same as last year, with the exception of Montreal, where unemployment has been heavier than last year all winter.

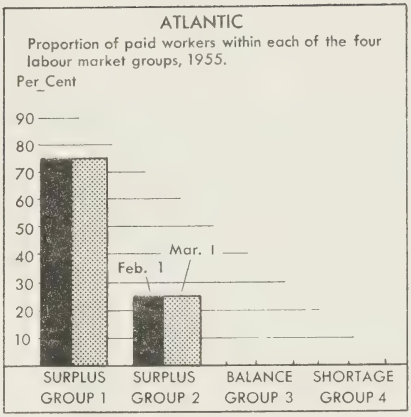
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Mar. 1 1955	Mar. 1 1954	Mar. 1 1955	Mar. 1 1954	Mar. 1 1955	Mar. 1 1954	Mar. 1 1955	Mar. 1 1954
Metropolitan	7	5	4	6	–	–	–	–
Major Industrial	15	13	12	14	–	–	–	–
Major Agricultural	7	3	7	11	–	–	–	–
Minor	36	37	21	16	–	4	–	–
Total	65	58	44	47	–	4	–	–

*See inside back cover, *Labour Gazette.*

CLASSIFICATION OF LABOUR MARKET AREAS, March 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Hamilton MONTREAL ← Quebec – Levis St. John's Vancouver – New Westminster Windsor Winnipeg	Calgary Edmonton Ottawa – Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William – Port Arthur Farnham – Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough ROUYN – VAL D'OR ← Sarnia Shawinigan Falls Sydney Trois Rivières	→ BRANTFORD Guelph Halifax Kingston Kitchener London Oshawa Saint John Sherbrooke Sudbury Timmins – Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Chatham Lethbridge Prince Albert Rivière du Loup Thetford – Megantic – St. Georges Yorkton	Barrie Brandon Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Beauharnois BELLEVILLE – TRENTON ← Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville LACHUTE – STE. THERESE ← Medicine Hat Montmagny North Bay Newcastle Okanagan Valley Owen Sound Portage la Prairie Quebec North Shore Rimouski Sault Ste Marie Sorel Ste. Agathe – St. Jérôme St. Stephen Trail – Nelson Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Brampton Cranbrook DAWSON CREEK ← Drumheller Galt Goderich Lindsay Listowel Pembroke → PRINCE GEORGE → PRINCE RUPERT Simcoe St. Hyacinthe St. Jean Stratford St. Thomas Swift Current Truro Walkerton Weyburn Woodstock – Ingersoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



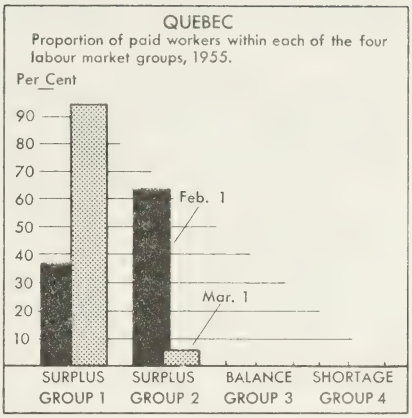
SEASONAL reductions in employment during January and February were greater than usual in the Atlantic region. Woods operations, which had reached a high level early in the season, declined sharply owing to poor weather conditions for cutting and hauling. Workers were still being released in construction and layoffs were about normal for the season in canning and packing plants. A considerable amount of short-time work was prevalent in fish processing plants during the month because of lower-than-average landings of fresh fish. The estimated number of persons with jobs at February 19 was 438,000 compared with 441,000 a month before and 432,000 a year earlier.

Employment levels in most industries in the region were about the same or higher than a year earlier. The exception was manufacturing, which showed notable year-to-year declines in Nova Scotia and New Brunswick. Considerable variations in employment were apparent within the manufacturing industry as a whole; year-to-year employment declines in iron and steel products and transportation equipment were partially offset by gains in food and beverages and pulp and paper. The lower levels of employment in the steel products and transportation and equipment industries had a weakening effect on the Sydney and New Glasgow labour markets because of the heavy concentration of these industries in these areas. The construction and forestry industries provided more employment than a year earlier in all provinces in the region, though mild weather was responsible for considerable delays in log hauling. Waterfront activity also provided more jobs than a year earlier, principally because of the heavier grain cargoes being shipped through eastern ports.

While labour surpluses became more pronounced in almost all areas during February, the classifications of these areas remained the same at March 1 as a month earlier: three in the moderate and 18 in the substantial labour surplus category. This corresponds with the classification of the 21 areas in the region a year earlier.

Local Area Developments

St. John's (metropolitan). Remained in Group 1. The peak in unemployment was nearly reached during the month as outdoor activities generally contracted according to the usual seasonal pattern. Except in iron ore mining, employment was about equal to or slightly above that of last year. Total industrial employment at the beginning of January was about three per cent higher than at the same date a year earlier.



EMPLOYMENT in the Quebec region declined further during February. The sharpest decrease occurred in logging, partly because of bad weather and partly because hauling was being completed. Construction activities also were reduced and further layoffs occured in the food processing, tobacco and beverage industries. In contrast to these declines, employment in a few manufacturing industries, such as textiles and clothing, increased during the month. The estimated number of persons with jobs at February 19, was 1,047,000, a decline of 6,000 from a month earlier and 4,000 from a year earlier.

Employment at the beginning of January was higher than last year in five of the major manufacturing industries; in the remainder employment continued at lower levels. Following a non-seasonal decline in the fall and winter of 1953-54 and a levelling-off in the next six months, employment in most manufacturing industries declined again this winter but at a somewhat slower rate. The textile and iron and steel industries are exceptions, employment there having increased slightly.

Increased labour surpluses in the region were reflected in the reclassification of three areas from the moderate to the substantial labour surplus category during February. This brought the total in the substantial surplus group to 21, one more than at the same time a year ago. Three local labour market areas this year were in the moderate surplus group compared with four at March 1, 1954.

Local Area Developments

Montreal (metropolitan). Reclassified from Group 2 to Group 1. Seasonal developments this fall and winter appear to be relatively normal but labour surpluses have been heavier than last winter because of the greater number unemployed at the beginning of the season. Labour requirements were increasing in the aircraft, shipbuilding and clothing industries. However, hiring generally was slack and further layoffs occurred in the steel, tobacco and beverage industries.

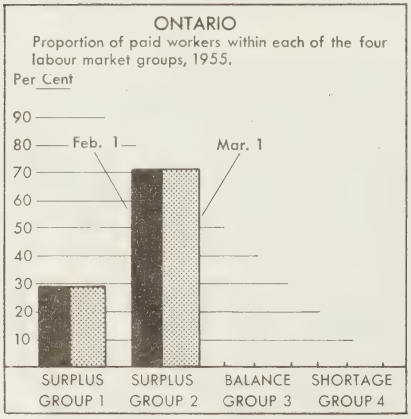
Quebec-Levis (metropolitan). Remained in Group 1. Seasonal layoffs in construction and forestry swelled labour surpluses. Activity increased in the clothing and fur industries but manufacturing failed to show the usual increase this fall and winter. Part-time activities in the textile industry increased during February. Employment continued at a low level in the Levis shipyards.

Rouyn-Val d'Or (major industrial). Reclassified from Group 2 to Group 1. Despite high levels of employment in mining, labour surpluses increased during the month. Hauling operations in logging were largely completed. Road construction work ceased and very little other building activity was in progress.

Shawinigan Falls (major industrial). Remained in Group 1. Seasonal unemployment has been heavy in construction, transportation and logging. Employment increased slightly in woollen textile manufacturing, clothing and chemicals but labour surpluses still existed in the iron and steel and abrasive industries. Employment was at the seasonal low point in retail trade.

Lachute-Ste. Thérèse (minor). Reclassified from Group 2 to Group 1. Despite the relatively high levels of construction employment, unemployment was increasing seasonally in the industry. Employment continued at a comparatively high level in the textile industry.

ONTARIO



EMPLOYMENT in Ontario appears to have passed the seasonal low point early in February. The number of persons with jobs is estimated to have increased by about 12,000 during the month to reach a total of 1,886,000 at February 19; at the same date a year earlier, 9,000 fewer persons had jobs. The increase during the month was entirely in the non-agricultural sector; the number with jobs in agriculture continued to decline. On the other hand, unemployment changed very little during the month and remained higher than a year earlier.

The upturn in employment was largely the result of the Ford strike settlement, as automobile feeder plants gradually recalled the workers laid off during the past few months. There was also some rehiring in the heavy iron and steel, clothing, textile and electrical refrigerator firms, although these increases were mostly small and scattered. Employment in the construction industry continued to decline during the early part of the month but had levelled off by the end of February. Log cutting and hauling were virtually completed during the month.

The slight upturn in employment was not sufficient to cause much change in the local labour market classifications. Brantford changed from the substantial to the moderate labour surplus category, and Belleville-Trenton from the moderate to the substantial category. At the beginning of March, therefore, 12 of the 34 areas in the region were still in the substantial surplus category and 22 in moderate surplus category. A year earlier, seven areas were in the substantial and 25 in the moderate labour surplus category; two were in approximate balance.

Local Area Developments

Hamilton (metropolitan). Remained in Group 1. Some re-hiring occurred in the iron and steel and some of the clothing firms during the month but the improvement was not sufficient to result in the reclassification of the area.

Ottawa - Hull (metropolitan). Remained in Group 2. Unemployment continued to increase slowly during the early part of February as the seasonal reductions in construction progressed, but employment levelled out towards the middle of the month.

Toronto (metropolitan). Remained in Group 2. Employment rose somewhat in iron and steel manufacturing and in many of the clothing and textile firms. At the end of the month, however, surpluses of metalworking tradesmen still existed and many of the clothing and textile plants were still working short time.

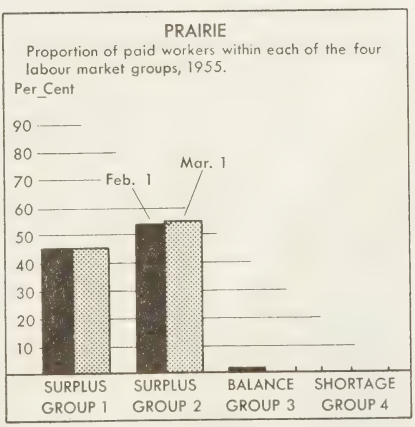
Windsor (metropolitan). Remained in Group 1. The Ford Motor Company was back in production by the second week in February and supplier plants have now recalled most of their workers. Labour surpluses declined but not sufficiently to bring the area into the moderate labour surplus category.

Brantford (major industrial). Reclassified from Group 1 to Group 2. Some employment increases were recorded in the textile, machinery and agricultural implement industries during the month.

Belleville - Trenton (minor). Reclassified from Group 2 to Group 1.

PRAIRIE

EMPLOYMENT in the Prairie region as a whole remained reasonably stable during February. Non-farm employment increased during the month from the seasonal low point reached in January but farm employment declined by approximately the same amount. During the week ended February 19, the total number of persons at work was estimated at 871,000. This figure was 13,000 above the total for the corresponding date a year earlier.



The sharp decline in income from the poor 1954 wheat crop was reflected in the lower-than-usual demands for farm labour this winter. However, while this loss of income resulted in a general reduction in business activity in the rural areas it does not appear to have had any significantly depressing influence on industrial employment in the major cities.

Only one area was reclassified during the month—from the balanced to the moderate labour surplus category. At the beginning of March, 12 areas were in the moderate and eight were in the substantial labour surplus category. A year earlier, two areas were in balance, 14 were in the moderate and four in the substantial labour surplus category.

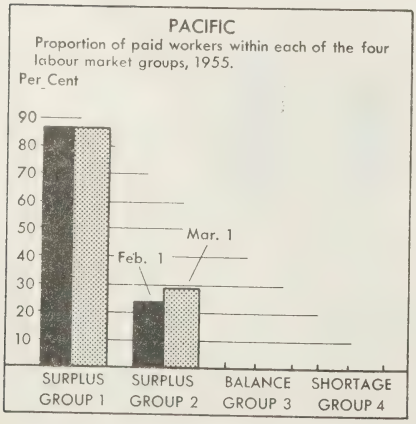
Local Area Developments

Calgary (metropolitan). Remained in Group 2. Total employment changed very little during the month. Small staff reductions occurred in construction, sash and door factories, foundries and machine shops. On the other hand, more workers were required in retail trade. Employment was maintained at higher levels than last year in all industries except transportation equipment manufacturing. The net year-to-year increase in industrial employment amounted to about five per cent. Construction accounted for much of this increase, being unusually active for the season.

Edmonton (metropolitan). Remained in Group 2. Employment remained fairly stable during the month but unemployment increased as a result of steady influx of workers from other areas. Oil and gas exploration crews continued to be very busy and lumber and logging operations showed some improvement. All non-agricultural industries recorded year-to-year increases in employment, as heavy investment in oil and gas development and large construction outlays stimulated business in the distributive and retail industries.

Winnipeg (metropolitan). Remained in Group 1. Manufacturing employment showed some improvement in this area during the month as the needle trades and heavy iron and steel groups became more active following a seasonal upswing in orders. Employment levels were maintained in almost all other industries. The seasonal low point in construction appears to have been reached during February. Employment in this industry was considerably greater than last year.

PACIFIC



EMPLOYMENT in the Pacific region increased moderately in February and was substantially higher than a year earlier. The logging, lumbering and construction industries showed the most improvement but employment in some of the manufacturing industries was also higher. The estimated number of persons with jobs in the week ended February 19 was 410,000, an increase of 5,000 compared with January and of 18,000 compared with a year before.

The logging industry, stimulated by a strong demand for logs and aided by mild weather, continued to increase production, the levels of activity in several areas being higher than usual for this time of year. Lumber markets were brisk and sawmills in most areas were particularly busy, except where they had to close for repairs or because of log shortages. In the manufacturing sector, machine shops, furniture plants and heavy structural steel plants were busier. Construction activity also increased during February.

During the month two labour market areas were reclassified from the substantial to the moderate labour surplus category. At the beginning of March, six of the ten labour market areas were in the substantial and four in the moderate labour surplus category. This compares with nine areas in the substantial and one in the moderate labour surplus category at March 1, 1954.

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. In the logging industry, camps opened earlier than in 1954 and more workers were employed than in February last year. The demand for logs continued to be strong. Export and domestic lumber markets were also strong and sawmills were very busy for this time of year. In the construction industry, there was a definite increase in the tempo of operations as unusually favourable weather permitted an early start on many structures.

Victoria (major industrial). Remained in Group 2. Most logging operators resumed production. All larger sawmills were operating at near capacity levels, to meet a large backlog of orders. Demand for construction labour was steady during the month.

Prince George (minor). Reclassified from Group 1 to Group 2. Unusually large crews were employed in the logging industry to provide sufficient logs for lumber mills during the period when logging operations have to be suspended following the spring break-up.

Prince Rupert (minor). Reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of March 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Feb. 19	5,391,000	+ 0.5	+ 2.0
Persons with jobs	Feb. 19	5,012,000	+ 0.2	+ 0.8
At work 35 hours or more	Feb. 19	4,485,000	— 0.1	— 0.1
At work less than 35 hours	Feb. 19	399,000	+ 4.7	+11.5
On short time	Feb. 19	47,000	—16.1	—17.6
Usually work less than 35 hours	Feb. 19	232,000	+ 5.5	+18.4
Other reasons	Feb. 19	120,000	+14.3	+14.3
With jobs but not at work	Feb. 19	128,000	— 5.2	+ 4.1
Laid off full week	Feb. 19	23,000	0.0	0.0
Other reasons	Feb. 19	105,000	— 6.3	+ 5.0
Paid workers	Feb. 19	3,846,000	+ 0.1	+ 1.6
In agriculture	Feb. 19	80,000	—17.5	— 3.6
Non-agricultural	Feb. 19	3,766,000	+ 0.6	+ 1.7
Persons without jobs and seeking work.	Feb. 19	379,000	+ 4.4	+20.3
Registered for work, NES (b)				
Atlantic	Feb. 17	80,001	+13.9	+ 3.1
Quebec	Feb. 17	200,755	+14.2	+ 8.7
Ontario	Feb. 17	179,677	+ 2.8	+20.9
Prairie	Feb. 17	90,852	+ 8.3	+16.3
Pacific	Feb. 17	62,110	— 4.4	—11.2
Total, all regions	Feb. 17	613,395	+ 7.7	+ 9.7
Ordinary claims for Unemployment Insurance benefit	Feb. 1	543,366	+25.8	+ 9.8
Amount of benefit payments	January	$28,372,412	+46.0	+12.8
Industrial employment (1949=100)	Jan. 1	109.1	— 2.7	— 0.7
Manufacturing employment (1949=100)	Jan. 1	103.2	— 2.1	— 4.5
Immigration	Dec.	7,454	—14.0	— 8.7(c)
Industrial Relations				
Strikes and lockouts—days lost	February	20,055	—	+13.8(c)
No. of workers involved	February	2,587	—	— 1.5(c)
No. of strikes	February	11	—	—35.5(c)
Earnings and Income				
Average weekly wages and salaries	Jan. 1	$58.55	— 1.8	+ 3.5
Average hourly earnings (mfg.)	Jan. 1	$1.43	+ 1.1	+ 1.7
Average hours worked per week (mfg.)	Jan. 1	41.3	+ 0.2	+ 0.7
Average weekly earnings (mfg.)	Jan. 1	$58.98	+ 1.4	+ 2.5
Consumer price index (av. 1949=100)	Feb. 1	116.3	— 0.1	+ 0.5
Real weekly earnings (mfg. av. 1949=100)	Jan. 1	121.5	+ 1.6	+ 1.8
Total labour income $000,000	Dec.	1,025	— 0.3	+ 3.7
Industrial Production				
Total (average 1935-39=100)	Dec.	240.0	— 5.7	+ 1.9
Manufacturing	Dec.	243.2	— 5.8	— 1.7
Durables	Dec.	290.9	— 2.7	— 4.5
Non-Durables	Dec.	212.7	— 8.4	+ 0.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Residential Construction Set New Records in 1954

Residental construction in Canada reached record levels last year. New top figures were set for the number of units completed, the number started and the number in various stages of construction at year's end, according to the Dominion Bureau of Statistics.

The number of new dwelling units completed in 1954 rose 5·3 per cent to 101,965 from 96,839 in 1953, while the number started climbed 10·9 per cent to 113,527 units from 102,409, and the number still under construction at the end of the year 14·5 per cent to 68,641 units from 59,923 at the end of 1953.

Dwelling units completed in urban areas rose to 86,669 from 80,226 the year before, starts to 96,780 from 85,863, and the number still under construction at the end of the year to 54,645 from 45,941.

In rural areas the year's completions declined to 15,296 from 16,613 but the number started rose slightly to 16,747 from 16,546 and the number under construction at the close of the year to 13,996 from 13,982.

U.S. Has Second Best Housing Year in 1954

Non-farm housing starts in the United States totalled 1,215,500 in 1954. A smaller-than-usual decline in December rounded out the most active fourth quarter on record.

The 1954 total was second only to the 1950 figure of 1,396,000 and 10 per cent higher than the 1,103,800 units put under construction in 1953, according to a U.S. Bureau of Labor Statistics report.

The December total of 91,000 included 89,600 privately owned units, which represented a seasonally adjusted annual rate of 1,473,000 starts. This was an unprecedented rate for December, and nearly equalled the peak rate (1,496,000) of June 1950.

The increase in 1954 was greatest in metropolitan areas as total housing starts rose over the year by 12 per cent, to 897,700. This compares with a 6-per-cent advance for the non-metropolitan sections of the country.

Post-War Housing Record Set in Britain Last Year

The number of houses completed in Great Britain during 1954 was the highest since the war. At 347,605, it was 28,826 higher than 1953's total of 318,779.

In December, completions numbered 30,662. Although this was 2,843 fewer than in December 1953, it was the second highest December figure since the war.

There were 291,477 houses under construction at year's end, compared with 309,442 at the end of 1953.

Since the war, 1,922,655 housing units have been completed in Great Britain.

Interest Rate Reduced On NHA Insured Loans

Maximum interest rates on loans granted under the National Housing Act were reduced February 17.

Hon. Robert H. Winters, Minister of Public Works, announced in the House of Commons that the interest rate on insured housing, home improvement, home extension and defence worker loans was being reduced from $5\frac{1}{2}$ to $5\frac{1}{4}$ per cent, on limited dividend loans for low-rental housing from $3\frac{3}{4}$ to $3\frac{1}{2}$ per cent and on primary producer loans, granted to primary industries for house construction, from $4\frac{3}{4}$ to $4\frac{1}{2}$ per cent.

Co-operative Union Seeks Help for Housing Co-ops

The Government's refusal to allow housing co-operatives to make use of Section 16 of the National Housing Act was criticized by the Co-operative Union of Canada in a brief presented to the Cabinet last month.

The delegation believed that such co-operatives should be accorded the same treatment as limited dividend housing corporations under that section.

The Union's brief also touched on the Income Tax Act, the need for increased international trade, and increased technical aid for underprivileged countries through the Colombo Plan and the U.N. Technical Assistance Program. It called for legislation that would guarantee advance payments made to fishermen by their marketing co-operatives.

52709—2

Production, Earnings Rising at Year's End

Canada's composite index of industrial production for December was about 2 per cent higher than for December 1953 but the average for 1954 was down 1·4 per cent from 1953's average.

The December 1954 index stood at 240·0, compared with 235·5 for December 1953. It was the third month in succession that the index rose over the figure for the corresponding month a year earlier.

Average weekly wages in Canadian manufacturing at the beginning of December climbed to an all-time high of $58.17 from $58.03 a month earlier and $57.02 a year earlier.

Average hourly earnings rose to 141·2 cents from 140·5 cents at the beginning of November and 138·4 cents at the first of December 1953.

Labour Income

Canadian labour income in November totalled $1,028,000,000, the Dominion Bureau of Statistics estimates. This figure was $8,000,000 less than in the preceding month but $32,000,000 (3 per cent) more than in November 1953.

Total labour income for the first 11 months of 1954 was $10,885,000,000, a 2-per-cent increase over the 1953 January-November total of $10,673,000,000.

Offers to Call Meeting On Needs of Unemployed

The Canadian Welfare Council said last month it was prepared to call a conference of the federal and provincial Governments to consider governmental responsibilities for meeting the needs of unemployed persons not protected by the Unemployment Insurance Act.

Letters have been sent to the Prime Minister and the Premiers of all the provinces asking whether they will support such a conference and send appropriate Ministers to participate in it. The Council plans to hold the meeting in Ottawa on April 1.

The Canadian Welfare Council in January approached all Canadian governments, urging them to bring about a federal-provincial conference that would take a fresh look at the whole problem of the needs of unemployed workers who are not eligible for unemployment benefits or, in most communities, for any other help from public funds (L.G., Feb., p. 142). It pointed out that voluntary organizations can at best serve only those in the most desperate circumstances and cannot supply the security of continuing income, even for this limited group, until employment opportunities open up.

Reaction to its recommendation indicated, the Council reported, little likelihood of an officially-initiated conference being called to deal with this problem. The question of how responsibilities for financial assistance to unemployed workers outside the insurance system should be shared among the levels of government has never been settled. For any government to take a lead in calling a conference might place it in the position of seeming to assume a degree of responsibility that it is unwilling to acknowledge, the Council said.

The Council, therefore, decided to offer to supply a neutral ground where federal and provincial authorities may meet without prejudice to their present views in an attempt to resolve "what is essentially a difference of opinion on a point of jurisdiction".

Seaway Employment Up 300 in Seven Weeks

At the end of February, 1,030 persons were employed on the St. Lawrence Seaway project. This was an increase of more than 300 in the preceding seven weeks.

At mid-January, 700 were working on the project and at mid-December, only 500.

Almost all those who were being hired last month were at least semi-skilled in different construction trades.

The National Employment Service has repeated its warning to job seekers that they should not move to the project area until they have obtained employment through the NES.

Unemployment in Britain Much Lower in 1954

Unemployment in Great Britain during 1954 was at its second-lowest average since the war.

The *Ministry of Labour Gazette* reported that the average number of workers registered as unemployed during the year was 285,000, compared with 342,000 in 1953 and 414,000 in 1952.

Last year's figure was lower than for any year since 1945 with the exception of 1951, when unemployment averaged 253,000.

Earlier the Ministry reported that wages had risen 4½ per cent last year while the general average of retail prices rose 4 per cent. Food prices climbed 8 per cent.

U.S. Employment Decline Said Normal for January

Employment dropped by about half a million from December to January in the United States, "reflecting the usual mid-winter lull in the job market," the Department of Labor and Commerce said in a joint statement issued February 7.

Initial claims for unemployment insurance, which reflect new unemployment among workers covered by state laws, declined by 35,500 to 320,800 in the week ending January 23. A year ago, initial claims for the same week totalled 410,600.

Unemployment totalled 3·3 million in early January, about half a million more than a month earlier, and insured unemployment increased by almost 400,000 during the same period, the two departments said.

Total insured unemployment showed a slight increase in the week ending January 15, the Department of Labor reported. State reports showed a total of 1,963,800, an increase of 7,800 over the previous week.

Total employment in early January was 60,150,000, compared with 60,688,000 a month earlier. The number of jobs dropped sharply in retail trade, off from the Christmas peak, and there were also moderate seasonal reductions in construction and most other industries.

The number of employees in non-agricultural work declined by 1·7 million to 47·8 million during January. Total non-agricultural employment, including the self-employed, domestics and unpaid workers in family-operated enterprises, declined by about half a million, to 54·9 million.

The decline in employment in January in non-agricultural occupations is attributed to the taking of the December payroll count closer to the holiday employment peak and to some employed persons taking extra jobs for the holiday period, this being counted more than once, the statement explained.

Factory employment, at 15·9 million in January, was down about as much as usual from the December level.

President of CBRE, H. A. Chappell Dies

Harry Allen Chappell, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, died unexpectedly in Ottawa on February 4. He was 51 years of age.

On February 9, William J. Smith of Montreal was named to head the union until its triennial convention in September.



Harry Chappell

Mr. Chappell was elected President of the CBRE in September 1952 to succeed A. R. Mosher, who resigned from that office but retained the presidency of the Canadian Congress of Labour.

He took ill last summer while serving as adviser to the Canadian worker delegate at the 37th International Labour Conference at Geneva. Since then, despite a few recurrences, he had appeared to be in good health.

Son of a blacksmith from Liverpool, England, who participated in the Winnipeg General Strike of 1919, Mr. Chappell was born in Winnipeg. At the age of 16 years he went to work in the Canadian National Railways freight sheds there.

He held many positions with the Brotherhood, from Chairman of the Winnipeg local to Vice-president and then President of his Division. Later he served as the union's general representative for the Prairie Provinces.

In Winnipeg he had served on the school board and, for two years, as Vice-president of the Workers' Educational Association. He was also at one time Manitoba provincial chairman of the CCF party.

Mr. Chappell was a delegate from the CCL to the Third World Congress of the International Confederation of Free Trade Unions at Stockholm, Sweden, in 1953. On this same trip to Europe he attended the general council of the International Transport Workers Federation at Copenhagen, Denmark.

52709—2½

More Unions Decide To Ask Wage Guarantee

Four groups of organized workers in either Canada or the United States, one of them comprising 350,000 members, have within the last month decided to seek a guaranteed annual wage in 1955 negotiations. During the same period, a wage or employment guarantee has been won in seven places, four of them in this country.

Early in February six major unions representing rail workers in the United States announced they would make the guaranteed annual wage their chief target in this year's negotiations. The six unions represent 350,000 railway shop employees.

The decision was made by the Railway Employees Department of the American Federation of Labour. The unions involved are the Brotherhood of Railway Carmen, International Association of Machinists, International Brotherhood of Electrical Workers, International Brotherhood of Boilermakers and Blacksmiths, Sheet Metal Workers International Association and International Brotherhood of Firemen and Oilers.

Montreal Textile Locals

Montreal locals of the United Textile Workers of America (AFL-TLC) decided to seek the insertion of a guaranteed wage clause in all their new contracts.

The National Maritime Union (CIO) will ask United States shippers with whom it has contracts to support a "guaranteed annual employment insurance security program" to supplement unemployment insurance benefits and guarantee $40 a week to unemployed regular seamen in periods of layoff. Joseph Curran, union President, admitted in his union's paper, the *NMU Pilot,* that the conditions and structure of the union make it "difficult" to plan an annual wage; the proposal will need careful study, he said.

The fourth group that announced its decision to seek a guaranteed annual wage this year was the Aluminum Workers International Union (AFL), which claims 50,000 members in 30 United States plants.

Most important of the wage guarantees won last month was that gained by the International Brotherhood of Teamsters in 22 midwestern and southern states. Contracts signed with four employer groups assure 185,000 local and long-distance truckers of a full week's pay if they are called in for any part of a week.

The same union later in the month signed contracts with 13 petroleum transport companies in Michigan guaranteeing drivers a weekly wage of $118.25 (40 hours' straight pay with time and a half for 10 hours or more) for the next three years.

A guarantee of 40 hours' "call-in" pay is provided in a contract signed by the United Automobile Workers (CIO) and the Radio Manufacturing Company, Fenton, Mich. The agreement provides that every hourly employee who begins work on Monday is guaranteed 40 hours' pay for the week, even if he works less than 40 hours. The guarantee will not apply if the employee receives advance notice, on the Saturday before the work week, not to report on Monday. The union had sought a guarantee for the entire year; the contract guarantees no specific number of weeks' work a year.

In Canada, in the last week of January, two textile companies, a brewery and a meat processor signed contracts providing some form of wage guarantee.

The Eaton Knitting Co. Ltd., Hamilton, Ont., signed an agreement with the Textile Workers Union of America (CIO-CCL) guaranteeing employment for one year at average hourly earnings based on those received in the last quarter of 1954.

The 150 employees affected by the agreement are in the full-fashioned hosiery department of the company.

About the same time the knitters of another textile firm, Pert Hosiery Ltd., Montreal, were guaranteed 48 hours' pay each week for a six-month period by the terms of a contract which returned workers to the shop after a three-month strike. Sixty workers are employed by the firm.

John Labatt Ltd., in a new contract with the National Brewery Workers' Union (CCL), has agreed that workers with more than 38 months' service will have continuous employment during the contract year.

In Swift Current, Sask., an agreement between the United Packinghouse Workers of America (CIO-CCL) and Alsask Processors Limited provides for a 36-hour guaranteed work week. The contract covers 36 employees.

Quebec Machinists Mark 50th Anniversary

The 50th anniversary of the founding of the Quebec branch of the International Association of Machinists was marked last month. Among those attending the anniversary banquet were Donat Quimper, Quebec's Deputy Minister of Labour, and Roger Provost, President of the Quebec Federation of Labour (TLC).

Govt. Ignoring Impact Of Automation—Reuther

The social impact of automation was not given consideration in President Eisenhower's economic report, CIO President Walter Reuther has charged.

Appearing last month before the Joint Congressional Committee on the Economic Report, he said the report represented "an avoidance of any mention of this tremendous potential for rapid economic growth and improved living conditions".

"From the Administration", Mr. Reuther declared, "we have received no analysis of this potential, no guideposts for future economic growth, no discussion of the probable temporary dislocations arising from automation, no preparation of the Congress and the people to meet the new technology and to use it for the benefit of the nation".

Denies Automation Will Bring Mass Joblessness

A reply to those who have claimed that automation will lead to mass unemployment and a new definition of the word itself were given last month by Benjamin F. Fairless, Chairman of the Board of the United States Steel Corporation.

In an address before the Johnstown, Pa., Chamber of Commerce, Mr. Fairless maintained that there was nothing new about automation "except the word itself". He called it "additional mechanization" and traced its history back 300 years to the invention of a loom that could weave six webs at one time.

The steel leader's views were contrary to those expressed by Walter Reuther, President of the Congress of Industrial Organizations, on the day previous when he appeared before the Joint Congressional Committee on the Economic Report (see above).

Mr. Fairless contended that wholly automatic factories where machines with "superbrains" turn out products did not exist, nor would there be any "in my time or yours".

Cites Three Examples

He cited three examples of automation in recent years and showed that employment had been expanded rather than diminished in each case. The expanding use of the dial telephone was Mr. Fairless's first example. He observed that in the ten-year period 1940 to 1950 the number of telephone operators increased by 159,000—79 per cent—despite wide installation of automatic equipment.

The number of accountants, he said, increased 71 per cent during the decade in the face of the development of automatic business machines and the new "electronic brain".

In the automobile manufacturing industry, Mr. Fairless said, although automation had grown vigorously the number of employees had doubled in 14 years. Automobile mechanics and repairmen have increased too, he said, and for every new job in the automobile industry it is estimated that five new ones have developed in allied fields.

(In his statement to the Congressional Committee, Mr. Reuther also used the automobile industry for an example to support his contention that automation will cause mass unemployment. He said that on one production line 41 workers are now turning out 154 engine blocks an hour, a job that once occupied 117 men.)

Mr. Fairless noted that the population of the United States had increased by 22 per cent between 1939 and 1953 but that the number of jobs rose 35 per cent, or half as much again. In the field of manufacturing, where automation has advanced most rapidly, employment has gone up 73 per cent or more, he pointed out.

"As mechanization has increased the output and the purchasing power of people," he said "it has also multiplied enormously their demand for services. So they, in turn, employ more doctors and dentists, more engineers and scientists, and more teachers and clergymen."

Electrical Apprentices Said Lacking in Ontario

If full advantage of Ontario statutes were taken there would be 5,800 electrical apprentices in the province; there are only 883.

This was pointed out by Roland DeMers, Windsor, Ont., at the sixth annual convention of the Electrical Contractors Association of Ontario. The convention later elected Mr. DeMers President of the Association.

Ontario statutes provide for one apprentice per contractor and one for every three journeymen he employs, Mr. DeMers pointed out. There are 2,500 contractors and an estimated 10,000 journeymen in the province, he said. On this basis there could be 5,800 apprentices.

In Quebec, there are fewer contractors, 1,900, but more apprentices, 1,200, he told the convention.

Mr. DeMers urged the Association to take action to obtain more apprentices.

1954 Immigration Down 9 Per Cent from 1953

The number of immigrants to Canada in 1954 was down 9 per cent from the 1953 figure. A 34-per-cent decrease for the month of December, compared to same month in 1953, helped cut the year's total.

A total of 154,227 immigrants entered Canada in 1954, compared with 168,868 in 1953. In December, 7,454 entered, compared with 11,230 in December 1953.

Of the 1954 total 44,593 immigrants came from the British Isles, 58,562 from North European countries, 10,110 from the United States, and 40,962 from other countries.

Textile Unions Oppose, Mills Seek Wage Cuts

Two Canadian textile unions have formed a united front to resist wage-cutting attempts in the industry but already one textile mill in this country has cut its wage rates and a prominent United States textile employer has announced that it will seek wage reductions in this year's negotiations. The union at the United States plant had previously said it would not seek pay increases this year.

Delegates from the Textile Workers Union of America (CIO-CCL) and the National Federation of Hosiery Workers (CCCL) at a meeting in Montreal at the beginning of February agreed to join to fight any further attempts at wage cutting or elimination of fringe benefits.

In Hamilton, Ont., a mill put into effect a wage cut of 10 cents an hour for piece-workers and 4 cents an hour for day workers but increased the work week from 40 to 42 hours. An Ontario Labour Relations Board hearing on a TWUA application for certification at the mill had been held only a short time before the wage cut was announced.

In New England, Wamsutta Mills announced last month that it will ask a 10-cent-an-hour reduction in wages when its present contract with the TWUA expires April 15. Other textile manufacturers in the area are expected to make similar announcements. The union had previously announced that it would seek no wage increases or new fringe benefits.

The TWUA made it clear, however, that it would take a firm stand against any reductions. It did agree to wage cuts throughout the New England textile industry in 1952 and 1954. There have been no wage increases there since 1951.

Following the Montreal conference, the unions established a joint committee to investigate all forms of united action necessary to ward off a "calculated plan by hosiery employers to smash organized labour".

56 Per Cent of Canada's Disabled of Working Age

An estimated 423,000 Canadians are severely and totally disabled, 56 per cent of them of working age (18-64 years), according to the Dominion Bureau of Statistics. But only 15 per cent of them depend mainly on employment for support.

The main source of support for 48 per cent of this group came from their family. The remaining 37 per cent derived their income chiefly from savings, pensions, government allowances, etc., the Bureau said in reporting more results of the 1950-51 sickness survey.

Severely and totally disabled persons included 134,000 who were unable to be employed at all and another 55,000 who were unable to be fully employed, 111,000 housewives, 62,000 retired persons and 62,000 others including persons who were employed, seeking employment, or attending school.

Assistant to Co-ordinator Of Civilian Rehabilitation

Noel Meilleur of Montreal, who has had many years of experience in the rehabilitation of disabled persons, has been appointed Assistant to the National Co-ordinator of Civilian Rehabilitation.

For the past five years Mr. Meilleur worked for the Rehabilitation Institute of Montreal. Before that he had been employed for five years by the Department of Veterans Affairs in the rehabilitation for disabled veterans.

Mr. Meilleur saw overseas service with the Fusiliers Mont Royal during the last war. After being wounded in action he was retired with the rank of captain.

Mr. Meilleur had for many years been active in community organizations for the disabled in the Montreal area. He was a councillor in the municipality of Boucherville, Que., his home for eight years.

U.S. Employment Service To Assist Handicapped

For the first time, funds appropriated for the public employment services in the United States have been earmarked for the selective placement of handicapped persons as the result of a Congressional vote of $850,000 for 1955.

The $850,000, which is to be used for services to the handicapped above and beyond those already provided for in existing budgets, will help state employment services provide for "the promotion and development of employment opportunities for handicapped persons... and for the designation of at least one person in each state or federal employment office, whose duties shall include the effectuation of such purposes".

It is expected that a closer co-operation between rehabilitation and state employment services will be achieved as a result of Congressional support. To date, some states have already begun programs in which both rehabilitation and employment personnel and services have co-operated in helping the handicapped overcome their disabilities and obtain work.

3 Local Labour Councils Elect Women Presidents

Since the first of the year three women have been chosen to head local labour councils. This brings to four the number of women council presidents in Canada.

On January 10, the Regina Trades and Labour Council (TLC) installed Amy Knox as President. Last month the Port Arthur Trades and Labour Council (TLC) elected Mrs. Marion Kushner its President and the Montreal Labour Council (CCL) named Miss Huguette Plamondon to its top office.

They join Mrs. Anna MacLaren, President of the Lethbridge Trades and Labour Council (TLC), first woman ever to be elected to such an office (L.G., March 1954, p. 394).

Miss Knox has been active as a member of Regina Hospital Employees' Federal Union No. 176 and as a delegate to the Regina Trades and Labour Council. Prior to her election as President of the Council, she held the office of Vice-president.

Mrs. Kushner, a nurse's aide at Port Arthur General Hospital, is a delegate to the Trades and Labour Council from Local 268 of the Building Service Employees' International Union. She has served on the executive of the Council for the past two years and has been an active member of the Building Service local since its formation four years ago. Previously, she was active in a local union of Pulp and Sulphite Workers.

Miss Plamondon, only 29 years of age, has been active in the United Packinghouse Workers of America (CIO-CCL) for ten years. She joined the labour movement in 1945 when, after being dismissed from her stenographer's job with a steel company, she went to work as a stenographer for the Packinghouse Workers.

In 1953 she was elected her union's representative on the Montreal Council and last month took over the Council's top office.

Birt Showler Retires From Union Activities

Birt Showler, MBE, for nearly four decades a top labour leader in Canada, is retiring on doctor's orders. For nine years he was a Vice-president of the Trades and Labour Congress of Canada.

Mr. Showler, a member of the International Brotherhood of Teamsters, was for many years Business Agent for the Brotherhood in Vancouver. He will continue as city alderman in Vancouver, a post which he has held for four terms.

Silby Barrett Receives Promotion in UMW

Silby Barrett, a Vice-president of the Canadian Congress of Labour and Canadian Director of District 50 of the United Mine Workers of America (CCL), was recently promoted to the position of Assistant to the President of the District. District 50 includes workers in both Canada and the United States and in his new position Mr. Barrett will assist in matters concerning members in both countries.

In addition, District 50 in Canada has been expanded with the establishment of two new regions. Region 75 includes the territory from Brockville west through Ontario, together with the Western provinces, temporarily. Region 76 will include the area from Brockville east to the Maritime Provinces, the latter being included in the region on a temporary basis.

B.C. Govt. Honours "Mr. Union Label"

The Distinguished Service Scroll of the British Columbia Government, usually awarded only to retiring Lieutenant-Governors, was recently bestowed on the man who prompted the formation of the TLC's Union Label Trades Department and the institution of the annual Union Buying Week.

Ed. Smith, Secretary-Treasurer of the Vancouver, New Westminster and District Union Label Trades Council for 16 years, was presented with the scroll by the province's Minister of Labour, Hon. Lyle Wicks, shortly after Mr. Smith had announced his retirement from the Council.

U.S. President Requests Broader Health Plan

"As a nation, we are doing less than now lies within our power to reduce the impact of disease," President Eisenhower said in his request to the United States Congress for enactment of a broad health plan including a reinsurance proposal.

The heart of the plan was federal reinsurance of existing private hospitalization and surgical insurance plans, such as those operated by Blue Cross and Blue Shield groups in many cities. The plan calls for the creation of a $100 million revolving fund under which a private insurance concern could insure itself against losses from new or expanded health insurance.

The President said the plan was designed to meet these three major needs:—

1. Health insurance plans providing protection against the high costs of severe or prolonged illness.

2. Health insurance plans providing coverage for individuals and families in predominantly rural areas.

3. Health insurance plans designed primarily for coverage of individuals and families of average or lower income against medical care costs in the home and the physician's office as well as in the hospital.

"Many of our fellow Americans cannot afford to pay the costs of medical care when it is needed, and they are not protected by adequate health insurance," he said. "Too frequently the local hospitals, clinics, or nursing homes required for the prevention, diagnosis, and treatment of disease either do not exist or are badly out of date. Finally, there are critical shortages of the trained personnel required to study, prevent, treat and control diseases."

Hospital Bed Capacity Up; Population Grows Faster

Although total bed capacity of Canada's hospitals rose in 1953 to the highest figure on record the increase failed to keep pace with the country's rapid growth in population and the ratio of beds to population declined for the second successive year.

The Dominion Bureau of Statistics reports in its annual report on hospital statistics that at the end of 1953 the combined capacity of hospitals of all types in Canada, including mental hospitals and sanitoria, amounted to 151,000 beds, enough to accommodate slightly more than 1 per cent of the Canadian population at that time.

There has been a steady and continuous growth in Canadian hospital bed capacity in the 21 years from 1932 to 1953 for which the DBS report presents comparative figures.

IWA Convention Criticizes Immigration Policy

Canada's immigration policy was sharply criticized and labour unions were warned of the changes automation will bring in bargaining tactics at the 18th annual convention of the British Columbia district of the International Woodworkers of America (CIO-CCL), held in Vancouver February 14 to 17. The Woodworkers, who make up British Columbia's largest union, claim 32,000 members in the province.

Announcing that labour is not opposed to immigration but believes in a policy of planning, Henry Weisbach, Political Action Director of the Canadian Congress of Labour, charged that the present policy is "a crime against thousands of Europeans being dumped here to swell the army of unemployed". Mr. Weisbach spoke of the dangers Canadian labour faces from restrictive legislation, unemployment and unplanned immigration and warned that big employers were promoting immigration in order to cut wages.

"Labour must insist on compensation through higher wages when automatic machinery takes over," warned Woodworkers' International President Al Hartung, speaking on the development of automation in industry. He said that higher wages was the only way in which purchasing power could be maintained.

"Automation can be the greatest boon to mankind if government, business and labour sit down together and do some planning," Mr. Hartung declared.

Alberta will be the scene of a full-scale organizational drive sponsored by the British Columbia section of the union, according to a report released to the convention.

The convention also:—

Approved a political action program which did not specifically support any party.

Went on record as favouring the no-raiding agreement between the TLC and the CCL and agreed to assist, where possible, measures taken towards a merger of the two bodies.

Approved swing shifts in the lumber industry.

Decided to prepare a brief for the Sloan commission.

McGill Conference to End With Panel Discussion

The president of one of Canada's major labour federations will be one of the two discussion leaders at the panel discussion that will bring to a close McGill University's seventh annual industrial relations conference. The other discussion leader will be a management representative.

Gérard Picard, President of the Canadian and Catholic Confederation of Labour, and J. Massicotte of the Primary Textiles Institute are the two discussion leaders. Five speakers will complete the panel.

The conference, whose central theme is industrial dispute settlement, will be held April 18 and 19 at the University.

The five speakers on the panel, all of whom will present papers to the conference, are: Dr. Wilbert E. Moore, Princeton University; Prof. David L. Cole, Cornell University; J. C. Adams, Central Ontario Industrial Relations Institute; Eamon Park, United Steelworkers of America (CIO-CCL); and Prof. H. D. Woods, Director, McGill University's Industrial Relations Centre, sponsor of the conference.

Hon. Milton F. Gregg, Minister of Labour, will be the speaker at the conference banquet on April 18.

"Unemployment Insurance For Fishermen"—Senator

A social security measure "in the nature of unemployment insurance" should be made available to fishermen, Senator Calvert C. Pratt said last month in the Senate debate on the Speech from the Throne. Such a measure might stem the loss to the fishing industry of the younger men, he believed.

While he had no "cut and dried plan to submit," Senator Pratt offered several suggestions on an unemployment insurance plan for fishermen.

"There would have to be some method of determining the number of days which a self-employed fisherman actually has worked in a given period," he said. "The length of a fishing season for the purpose of such a measure should be determined in advance of the fishing season for different areas; it varies with different areas.

"Nothing should be done to reduce the incentive for fishermen to take other work in the off season. Of most importance is it that there be the incentive for fishermen to work for the greatest possible production and for the longest period of fishing."

A start would have to be made with a voluntary plan, Senator Pratt continued. "Premiums could be paid by authorized deductions from payments for fish delivered to purchasers, who will be responsible for turning in the collections. Perhaps what might ordinarily be an employer's contribution could, in cases where there is no employer, be paid as an assistance allowance by the Government; or alternatively, if it were feasible, an export tax on certain types of fish exports might be made for the purpose of rounding out the contributions to the fund.

"To get something practical started it might indeed have to be inaugurated as a joint insurance and assistance plan," he said.

The fishermen point out that the labourer on the land who handles the fish after it has been caught receives unemployment insurance when he is laid off but the fisherman himself, "restricted by nature to a seasonal occupation," receives no insurance benefit, Senator Pratt said.

"Fishermen in consequence of this become discouraged, feel they are treated unfairly and lose interest in their vocation," he warned.

Many States Improving Unemployment Benefits

James P. Mitchell, United States Secretary of Labor, announced last month that since the first of the year, legislation to improve state unemployment insurance laws had been adopted by four states, introduced in twenty more and proposed for introduction in four others and Hawaii.

In 22 states the new legislation provides for maximum weekly payments ranging from $25 in Texas to $40 in Illinois. In Kansas and Utah, legislation has been introduced to pay maximum benefits equalling half of the average weekly wages in those states.

Mr. Mitchell wrote to all state governors last November 27, urging them to seek unemployment insurance legislation providing for increases in both benefits paid and the duration of benefit payments. The goal hoped for by the United States federal administration is to have most unemployed workers receive half their regular weekly earnings and to provide protection for at least 26 weeks.

Jobless pay nationally in the United States averages $25 a week, compared with the average factory salary of $74.

Blind Persons' Allowances Decrease in 4th Quarter

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased during the fourth quarter of 1954 from 8,173 at September 30 to 8,121 at December 31.

The federal Government's contributions under the federal-provincial scheme totalled $716,861.15 for the quarter, compared with $723,650.79 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $8,787,921.24.

At December 31, 1954, the average monthly allowance in the provinces ranged from $37.22 to $39.70. In all provinces the maximum allowance paid was $40 a month.

Lawyer Urges Changes In Labour Relations Act

In a paper presented to the labour legislation committee of the 9th convention of the Quebec Bar Association, Jacques Perreault, QC, of Montreal, expressed regret that the province's Labour Relations Act does not expressly require employers and trade unions to enter into collective agreements.

The law, he said, should impose on employers and employees an obligation to do this within a set period of time.

Mr. Perreault also said that the rights and powers of the Quebec Labour Relations Board should be more definite.

In questions of union recognition, he suggested that the Board should order a secret vote in order to enable the employees to decide what labour organization shall have the right to represent them for the purpose of concluding a collective agreement.

The speaker also suggested that the law should provide sanction for the decisions of arbitration boards or courts so that their influence may be more effective in the settlement of disputes between employers and employees. He specified that the law should provide for a strike vote in cases where the two parties do not submit to the arbitration law.

According to Mr. Perreault, the decision should become enforceable if the vote proves negative. On the other hand, if the rule is decided upon, the same arbitration award should become enforceable if the parties cannot come to an understanding after a strike of two or three months.

Old Age Assistance Paid To 94,000 at Year's End

The number of persons receiving old age assistance in Canada increased during the last quarter of 1954 from 93,972 at September 30 to 94,022 at December 31.

The federal Government's contributions under the federal-provincial scheme totalled $5,228,092.87 for the quarter, compared with $5,217,986.32 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $57,329,263.22.

At December 31, 1954, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.58 to $37.81, except for one province where the average was $27.23. In Newfoundland, which pays a maximum of $30 a month, the average was $29.36.

Family Allowances

At December 31, 1954, family allowances were being paid to 2,176,130 Canadian families for 5,104,662 children, the House of Commons was told by F. G. Robertson, Parliamentary Assistant to the Minister of National Health and Welfare, in answer to a question. In December, a total of $30,842,458 was paid in family allowances.

Plan Equal Pay Gradually In British Civil Service

A plan to bring in equal pay for women in Britain's non-industrial civil service on a gradual basis has been announced by the Chancellor of the Exchequer. The arrangement will cover 155,000 women.

From January 1 of this year, increases will take place annually, until 1961, when men and women will be receiving equal pay for the same work.

The 36,000 non-industrial civil servants not included in the arrangement (mostly telephonists and telegraphers) will have their case considered separately.

Women in the industrial civil service (Royal Ordnance factories) were not included, the Chancellor explained, because the Government considered it essential to follow the fair wage principle and to continue, as at present, to pay its women employees in industry in accordance with the general practice in the trade concerned.

January 24

Unemployment Percentages

The Minister of Labour supplied the following information in reply to a question concerning the percentage of unemployment to the population and to total employment in 1950, 1951, 1952, 1953 and 1954:

	Labour Force Survey Without Jobs and Seeking Work as per cent of Population (1)	National Employment Service Applications for Employment as per cent of Population (1)
Dec. 14, 1950 (2) ...	...	2·1
Dec. 13, 1951 (2) ...	...	2·4
Dec. 13, 1952	1·3	2·4
Dec. 12, 1953	1·9	3·3
Dec. 11, 1954	2·4	3·5

	Labour Force Survey Without Jobs and Seeking Work as per cent of Civilian Labour Force	National Employment Service Applications for Employment as per cent of Civilian Labour Force
Dec. 14, 1950	...	4·0
Dec. 13, 1951	...	4·5
Dec. 13, 1952	2·5	4·5
Dec. 12, 1953	3·6	6·4
Dec. 11, 1954	4·6	6·7

January 27

Layoffs in the Aircraft Industry

Asked if protests had been received from labour bodies in Winnipeg concerning layoffs in the aircraft industry and for a statement on the matter, the Minister of Trade and Commerce replied that representations had been received.

By January 31, he said, layoffs at MacDonald Brothers Aircraft Limited would total approximately 100. Some two-thirds of the layoffs are the result of cutbacks in the turbo department supplying parts to A. V. Roe. A further slight reduction would take place in February or March, after which employment is expected to remain reasonably steady for the next year.

As regards Trans-Canada Air Lines, at present 632 persons are employed on maintenance work for the RCAF, the Minister said. This work is to be transferred back to the service by the summer. In the meantime, it is expected that some 300 additional men will be employed at Winnipeg on the Viscount program. This will bring the total layoff between now and next June to about 332 persons.

January 28

Federal Labour Code

In a reference to press reports to the effect that the validity of the federal labour code had been questioned, the Minister of Labour was asked if he was prepared to make a statement on the progress being made with respect to revision of federal labour legislation. The Minister replied as follows:

I assume the question refers to the reference made by the Governor General in Council to the Supreme Court of Canada under the provisions of the Supreme Court Act of certain questions of law relating to the application and validity of the Industrial Relations and Disputes Investigation Act. This reference has been set down by the Supreme Court for hearing during the current week and I understand the hearing is being proceeded with at this time.

Hon. members are probaly aware that disputes arising in connection with the employment of longshoremen and stevedores in the loading and unloading of ships have been handled by my Department under the Industrial Relations and Disputes Investigation Act since its inception, and prior to that for many years under the earlier Industrial Disputes Investigation Act.

However, in 1954, upon an application made by District No. 50 of the United Mine Workers to the Ontario Labour Relations Board under the provision of the Ontario Labour Relations Act, that Board accepted jurisdiction and certified the applicant union as bargaining agent for employees of the Eastern Canada Stevedoring Company employed in the loading and unloading of ships at the docks in Toronto harbour.

The validity of this order of the Ontario Board was challenged by a rival union which had theretofore exercised bargaining rights for these employees, namely, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

The Attorney-General of Ontario intervened in these proceedings and gave notice to the Attorney-General of Canada that in the proceedings the constitutional validity of the federal statute, the Industrial Relations and Disputes Investigation Act, would be brought into question by the province on the ground that the act is *ultra vires* to the Parliament of Canada because it is legislation in relation to property and civil rights in the province.

Since the validity of the federal legislation was thus raised in the proceedings, it was considered advisable by the Government to have the application of the federal legislation in respect to the employees settled with the least possible delay by reference to the Supreme Court of Canada, and at the same time to obtain the opinion of the

(1)—Population figures refer to persons 14 years of age and over in civilian non-institutional categories.

(2)—No labour force survey data available for December in 1950 and 1951.

Supreme Court on the question raised by the Attorney-General of Ontario, namely, the jurisdiction of Parliament to enact the Industrial Relations and Disputes Investigation Act. The following questions of law have therefore been submitted to the Supreme Court of Canada for hearing and consideration, namely:

(1) Does the Industrial Relations and Disputes Investigation Act, Revised Statutes of Canada, chapter 152, apply in respect of the employees in Toronto of the Eastern Canada Stevedoring Company Limited employed in connection with the loading and unloading of ships?

(2) Is the Industrial Relations and Disputes Investigation Act *ultra vires* to the Parliament of Canada, either in whole or in part and, if so, in what particular or particulars and to what extent?

Decision on the matter of amendments to the Industrial Relations and Disputes Investigation Act will be deferred pending receipt of the report of the Supreme Court on this reference. . . .

The railway unions representing non-operating employees of the railways have indicated that it is their intention to undertake an early study of the provisions of the Industrial Relations and Disputes Investigation Act relating to conciliation and to thereafter make appropriate representations to the Government. Naturally, we would want to have the benefit of such representations and to have the opportunity of studying them when they are forthcoming. Consequently, for this reason also, we are postponing any further amendment to the Act for the time being.

January 31

Joint Consultation

Consultation between management and labour as a means of improving the coal mining industry was advocated during a discussion of the impact on industry of technological advance.

Referring to the "disheartening picture" of the industry as presented in the recent report of the Dominion Coal Board, A. J. MacEachen, the member for Inverness-Richmond, said:

The predominant characteristic of Canadian coal mining is that the labour bill makes up the major part of the total production cost. At the moment the wage bill or, if you wish, the income to the worker is such that about 53 cents of every dollar spent on coal production goes to the working force. If a wider definition is taken of the wage bill, then 60 cents of each dollar goes to the working force.

I am not suggesting that wages in this industry are too great; far from it. This fact, however, namely the proportion of labour cost to total production cost, is suggestive of a solution. This means that the working force in the coal mines, if properly organized and activated, could effect substantial reductions in total cost through their ability to control the wage bill which is such a large share of the total operating costs.

I am convinced that if coal miners were given an opportunity to influence production decisions, improvement would definitely result. The miners and their families are those most vitally concerned with the welfare of this industry. Seldom, however, is any thought given to the best method of harnessing this great human resource for the rehabilitation of the industry. I suggest that the Dominion Coal Board, management and trade unions could examine with profit those instances, of which there are now a growing number, where this approach has brought about the kind of atmosphere that is conducive to improving production efficiency.

February 7

Human Rights

Draft Bill of Rights introduced by Mr. J. G. Diefenbaker (Prince Albert). The Bill would ensure, among other rights, freedom of religion, freedom of speech and freedom of the press and radio.

February 8

Voluntary Revocable Check-off

The House of Commons voted down by 133 to 54 a bill to make the check-off of union dues, on a voluntary basis, compulsory for employers under federal jurisdiction.*

Speaking during the debate on the motion, the Minister of Labour said his Government is of the opinion that the check-off is a matter for collective bargaining.

The Minister laid before the House a table showing the results of a survey of the instance of the check-off in all its various forms in industrial establishments coming under federal jurisdiction. Out of 392,500 employees under federal jurisdiction, it showed, 277,800 were covered by collective agreements, of whom 223,400 had some form of check-off.

February 9

Equalizing of Educational Opportunity

On the ground that federal control might be involved and provincial autonomy infringed, the Minister of Citizenship and Immigration opposed a motion introduced by Mr. R. R. Knight (Saskatoon) proposing federal grants to the provinces for education. The motion read as follows:

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*On February 7 the Government of Guatemala restored a regulation that makes it obligatory for an employer to deduct union dues from his employees' pay if they request it. The original decree, issued only a short time before, eliminated any employer obligation to checkoff union dues. The amended version eliminates only any employer obligation to checkoff "extraordinary" dues.

That, in the opinion of this House, the Government should take into consideration the advisability of taking steps to relieve the financial crisis in education, without encroaching in any way on the exclusive jurisdiction of the provinces in this field, by granting financial assistance to the various provinces for the expansion and equalization of educational opportunity across Canada.

The debate was adjourned.

February 10

Employment on St. Lawrence Seaway

In reply to an inquiry concerning the methods being used in the recruitment of personnel for employment on the St. Lawrence Seaway, the Minister of Labour said that the National Employment Service has, from the beginning, participated in the planning, both as to recruitment of workers within Canada and in simplifying the movement of workers to and from across the international boundary.

No outside organization, said the Minister, has been authorized to indicate that it is acting as an agent for the Seaway.

February 11

Equal Pay Bill

Bill to provide for equal pay for equal work, introduced by Mrs. Ellen Fairclough, member for (Hamilton West), read a second time.

Speaking on the bill, the Minister of Labour recalled that when it was introduced last year he stated that, although in agreement with the underlying principle, further investigation was required before he could support the measure.

The question is not one alone of equal pay for equal work, he said; it involves the larger problem of women's wages in general. This whole problem is one that the new Women's Bureau has set itself to study.

Later in the debate, the Minister said:

I wish to repeat that I support fully the principle of equal remuneration for equal work, and all reasonable and practical measures for the extension of the application of the principle in this country. Since the recent establishment and organization of our Women's Bureau the Department has done a good deal in this regard. It is the view of those who have engaged in this study that further investigation is desirable before final conclusions are reached as to the kind of legislative action in the federal field. I wish to assure my hon. friend that this investigation will be carried forward quickly to completion. And in doing so there will be opportunity for all private organizations and groups who have expressed general views in support of the legislative approach to confer with my Department and produce relevant data in support of their views. That we will warmly welcome.

I hope that in view of what I have said, and after a discussion of this matter, the sponsor of this bill will not wish to press it to a vote but will feel that she has accomplished her purpose. If she finds that is not possible, it will be clear from what I have said that while I am not denying the good principle involved here, I shall have to vote against second reading of this particular bill.

The debate was adjourned.

On February 15, the sponsor of the bill requested that it be put to the vote. The motion was defeated, 107 to 83.

February 14

Guaranteed Annual Wage

The incidence of the guaranteed annual wage in Canada was the subject of an inquiry by the member for Winnipeg North Centre, Stanley Knowles.

Asked how many collective agreements include provision for the guaranteed annual wage and the number of employees covered by such contracts, the Minister of Labour replied:

A study of guaranteed wage and employment plans in collective agreements in a selected sample of 937 agreements covering 610,000 workers or about 40 per cent of the total number of workers under collective agreements was published in the LABOUR GAZETTE of September 1953. In this sample two guaranteed annual wage plans were found in the manufacturing industries and three in non-manufacturing industries. The total number of workers covered by these five agreements was 1,900. One of the five plans has since been discontinued.

In a survey of working conditions in April 1954, which was answered by 6,684 manufacturing establishments with 802,500 plant employees, eight establishments with total employment of 1,050 replied that they had an annual wage guarantee. Of these eight establishments, five reported having no collective agreement and in the remaining three plants a guaranteed annual wage provision was not included in the agreements.

The Minister was also asked if his Department is making any studies as to the possibility of encouraging inclusion of a guaranteed annual wage provision in collective agreements. His reply was no, but that studies of a general nature are made as he had indicated. The usual practice followed, he added, is to report on studies of this nature in the LABOUR GAZETTE.

Income Tax Exemptions

By a vote of 86 to 60, the House of Commons defeated a motion to remove the 3-per-cent floor in relation to the deductibility of medical expenses for income tax purposes.

February 16

National Housing Act

A reduction in the maximum interest rate on insured loans under Part I of the National Housing Act from 5½ per cent to 5¼ per cent was announced by the Minister of Public Works.

February 17

Disabled Persons Act

Asked which provinces had signed agreements under the Disabled Persons Act, the Minister of National Health and Welfare replied that agreements have been signed and completed with New Brunswick, Nova Scotia, Saskatchewan, Alberta and Prince Edward Island and that, with the exception of Prince Edward Island, allowances are now actually being paid by these provinces under the disability program.

Agreements have been signed with Ontario and Manitoba, the Minister added, and it is hoped they will be completed at an early date. Signed agreements have not yet been received from British Columbia, Newfoundland and Quebec.

Labour Briefs Presented to Provincial Govts.

Duplessis Warns Labour To Shun Political Action

Quebec's Premier has warned that labour organizations engaging in political action "will suffer the consequences".

The Hon. Maurice Duplessis made this declaration when the Quebec Provincial Federation of Labour (TLC) presented its annual brief February 9. He congratulated the organization on not associating politics with labour questions.

The brief was read by the Federation President, Roger Provost, who headed the delegation.

In reply to certain recommendations contained in the brief, the Premier disclosed that his government will shortly submit amendments to the Labour Relations Act intended to deal severely with employers who, in practice, do not respect the rights of unions.

He said that he was in favour of increasing the amount of the fines provided for employers who dismiss, suspend or transfer a wage-earner because of union activities.

He added that other amendments will be made for the purpose of curbing injunctions which impede the settlement of labour disputes. He emphasized that injunctions have been done away with but said that certain judges consider that they can still be granted.

The Federation's brief stated that the atmosphere of industrial relations in Quebec is far from improving; for this state of affairs it blamed "labour legislation and the increased resistance of employers". It added that the workers' right of association is now being "disregarded and frequently denied and scoffed at".

In the field of arbitration, the Federation pointed out that the choice of arbitrators is becoming more and more difficult because of the limited number of known persons enjoying the confidence and respect of the parties. The Federation suggested that the Superior Labour Council draw up a list of impartial persons who could act as arbitrators.

The Federations also recommended that unions be allowed to prosecute employers just as employers can prosecute unions. In this connection, the Premier stressed the fact that he intended to forward this recommendation to the Right Hon. Mr. Justice Thibaudeau Rinfret, to whom the Government intends to entrust the revision of the Civil Code of the province.

The main brief of the Federation was followed by a supplementary brief which contained several other recommendations, including those recommending:—

Limiting to 12 months the duration of collective agreements signed between municipal and school corporations and their employees following arbitration;

Legislation to make pension funds compulsory for firemen and the payment of allowances to the wives and children of firemen who lose their lives while carrying out their duties;

A special tax for shopping centres and chain stores;

The concluding of an agreement with Central Mortgage and Housing Corporation so that those who want to become home-owners may take advantage of both the federal and the provincial housing laws;

Compulsory automobile insurance;

Establishment of permanent labour courts;

An inquiry into the price of medicine.

Alberta TLC Federation Asks Labour Act Changes

A separate section of the provincial Labour Act, which would cover employees in the construction industry, was requested in the annual brief of the Alberta Federation of Labour (TLC) presented to the provincial Government December 7. The labour brief said that a separate section was necessary in view of the specific problems affecting the construction industry.

Amendment of the Act in order that government employees might "enjoy the benefits" of collective bargaining was also requested by the Federation, which noted that the Government was denying to these workers what it prescribed for other citizens of the province.

Changes in elections conducted under the Labour Act were called for in order that bargaining agents would be elected by a majority of the workers entitled to vote. The Federation pointed out that at present workers not voting are considered to have voted against certification. In addition, the labour body called for strike votes on a company basis instead of on a shop basis. The brief said that in small establishments a worker will often vote against strike action because he "does not want to be singled out by the process of elimination that is so easy under the circumstances".

The prohibition of injunctions in labour disputes was called for by the Federation. It requested legislation that would give both parties to a dispute the opportunity of appearing and stating the facts of the dispute before an injunction was issued.

Terming unemployment "one of the greatest factors for your consideration," the labour body urged the enactment of the five-day 40-hour week. It said that present exemptions under the Hours of Work Act have rendered that legislation "almost ineffective".

An increase in the minimum wage to "at least" $1 an hour was urged in the brief in order that low-paid workers "may have a much-deserved improvement in their standard of living". Terming the plight of the unorganized worker living on the minimum wage "a pitiful one," the brief said that in many cases both husbands and wives were forced to work and that this often led to "broken homes and delinquent children".

A lengthy series of requested amendments to the Workmen's Compensation Act was featured in the Federation's brief. These included:—

Increases in benefits to 100 per cent of earnings.

Increases in earnings on which compensation is based to $4,000 annually.

Compensation payments to be based on the highest prevailing wage for the injured worker's occupation during employment and paid from the time of disability to the time of final settlement.

Compensation to be paid injured workers until they are fit to resume employment on the job on which they were injured or until employment suitable and acceptable to them has been obtained.

The Act to give uniform coverage to all occupations.

All employers to be placed on a single schedule with assessments to be paid on all employees.

Retroactive proportionate adjustments to be made in all pensions under the Act.

All employees of hospitals to be covered by the legislation.

The enactment of a Fair Employment Act, similar to those in effect in other provinces and to the Act passed by the federal Government, was recommended in the brief. The Federation said that though the provincial Government was opposed to discrimination, there was nothing on the statute books to indicate this disapproval.

A contributory pension plan, administered by the Government, was urged for workers in the province who did not have the opportunity of working for one employer on a permanent basis and who because of the nature of their occupation or craft are employed by several employers in a lifetime. The scheme, in conjunction with the Alberta Government Annuity Plan, was called "the most feasible" for such workers.

Definite action by the Government in favour of union security "wherever the majority of employees of an employer vote in the affirmative" was urged in the labour brief. The labour body said that in many cases "dissension is created because a minority of employees are content to accept all the benefits of a union without contributing towards the cost of establishing these benefits". The TLC Federation said that upon request the Board of Industrial Relations should be authorized to conduct a vote to determine the wishes of a bargaining agent concerning union security. Where a majority favoured union shop conditions, this principle should become a part of the collective agreement, the brief said.

Among the other items dealt with in the Federation's 15-page brief were the following: statutory holidays, the Tradesmen's Qualifications Act, apprenticeship, the

union label, camp regulations, health, medical research, jury fees, night courts, gas and oil prices, automobile insurance, highway traffic, motor vehicle inspection, the Cities Act, the Boilers Act, the Electrical Protection Act and gas regulations.

Nfld. Government Plants Aid Company Unions—TLC

Unfair conditions and inadequate pay provisions resulting from unorganized and company-union plants were criticized by the Newfoundland Federation of Labour (TLC) in its brief to the provincial Government January 21. In a 12-page memorandum, covering 22 topics, the labour body called for the exclusion of legal counsellors from proceedings of the Labour Relations Board, provision for the legal application of the union shop principle as part of a collective agreement where a certified bargaining agent requests it, granting of full collective bargaining rights to Government employees, provincial support of a national health insurance plan and the amendment of the Workmen's Compensation Act.

Referring to labour problems in the new Government-sponsored industries, the Federation said "several instances have been brought to our attention where workers in these industries were an enforced audience on company time to hear the plant management tell them the usual fairy tale about the desirability of a company union in preference to the regular type of organization".

It added: "We support our Government's policy of industrial development and we wish to see all industries succeed, but we cannot be expected to stand idly by and permit these industries to be built upon the sweat of our people under unfair conditions or inadequate pay provisions which usually result from unorganized or company-union plants."

The TLC Federation urged the Department of Economic Development to advise "our immigrant employers" that Newfoundland unions were prepared to co-operate "to the fullest extent possible" and to be "reasonable in all their dealings" provided the employers "are prepared to do likewise".

On the question of barring legal counsellors from Labour Board hearings, the labour body said lawyers are "inclined to concentrate upon the art of winning a case for a client rather than endeavouring to promote peaceful industrial relations". The brief added: "The bald truth of the matter is that legal counsel work for a fee, which is their privilege, but they do not have to live with their mistakes, which sometimes create bitter feelings between employers and unions, disturb industrial peace and thereby defeat the whole purpose of labour relations legislation."

Concerning the union shop, the Federation called for the amendment of the Labour Relations Act so that the union shop principle would become part of a collective agreement where a certified bargaining agent requests this from an employer. The Federation said "the moral, social and economic justification for the union shop has, we believe, been established and no sound arguments have been or can be produced to deny workers this condition where a majority of them request it".

The establishment of "contractual relationships" between the Government and its employees was urged by the Federation in calling for the amendment of the Labour Relations Act. It said it could see no reason why such employees should be denied full collective bargaining rights.

Amendment of the Workmen's Compensation Act so that compensation would be based on 75 per cent of the normal earnings of an injured workman was advocated in the brief. Increases in the maximum ceiling wage for compensation to $4,000 annually, to $20 per month for a dependent child with one parent and the minimum widow's allowances to $75 monthly were also recommended.

By establishing a provincial health insurance plan, Newfoundland would take the lead in developing a national program, the labour body argued. It added that if this were not possible, the Government should "officially support" the idea of a federal plan through its "connections in Ottawa".

Government encouragement of year-round construction and federal public works projects to take place in the employment off-season was recommended in the Federation's brief. It warned that though Newfoundland has been more fortunate than the rest of the country concerning unemployment, the province was still "extremely vulnerable" to seasonal unemployment.

Federation requests and recommendations were also made with respect to the following: power and telephones, jury fees, the election act, finance companies, equal pay legislation, minimum wages, apprenticeship, housing, the Shops Act, the Logging Act, social welfare, right of way for children, hospital services, road signs, roads and highways, and fire departments.

AFL and CIO Agree to Merge

Decision ends 20-year split in United States labour movement. Plan adopted calls for creation of single federation that will "preserve integrity" of all affiliates; 15 million trade unionists will unite

A 20-year split in the ranks of organized labour in the United States was ended February 9 when leaders of the American Federation of Labour and the Congress of Industrial Organizations agreed, at a meeting in Miami Beach, Fla., to merge the two groups.

The merger plan adopted by negotiating teams headed by AFL President George Meany and CIO President Walter Reuther provides for creation of "a single trade union centre which will preserve the integrity of each affiliated national and international union". The new federation will have approximately 15,000,000 members.

The two groups separated in 1935 in a dispute between the advocates of industrial unionism and craft unionism. Negotiations for unity began in earnest two years ago and on June 9 last year 64 AFL affiliates and 29 CIO unions subscribed to a no-raiding agreement (L.G., June 1954, p. 772).

Both Mr. Meany and Mr. Reuther predicted that the necessary ratifications of the merger agreement would be obtained by the end of the year.

Following approval by the executives of both labour organizations, a formal constitution for the new federation is to be drawn up along the lines of the agreement. The constitution must be ratified at separate AFL and CIO conventions and then by a joint AFL-CIO convention.

Principles of Merger

Among the principles incorporated in the merger agreement were the following:—

Each national and international union, federal labour union and organizing committee holding a charter or certificate of affiliation granted by either labour group becomes, by virtue of the merger, an affiliate of the new federation.

The integrity of each affiliated union in the merged federation is recognized and will be established by a provision of the constitution requiring every affiliate to respect the bargaining relationship of every other affiliate and not to engage in raiding the established collective bargaining relationship of other affiliates.

Each affiliated union will have the same organizing jurisdiction in the merged federation as it had before.

In cases of conflicting and duplicating organizations and jurisdictions, affiliates will be encouraged to eliminate conflicts through the process of agreements, merger or other means, by voluntary agreement in consultation with the appropriate officials of the merged federation.

The new federation is to be based on a constitutional recognition that both craft and industrial unions are "appropriate, equal and necessary" as methods of trade union organization.

The merged federation will constitutionally recognize the right of all workers, without regard to race, creed, colour or national origin, to share in the full benefits of trade union organization. The federation will establish "appropriate machinery" to bring about, "at the earliest possible date, the effective implementation of this principle of non-discrimination".

The new federation will "constitutionally affirm its determination to protect the American trade union movement from any and all corrupt influence and from the undermining efforts of Communist agencies and all others who are opposed to the basic principles of our democracy and of free and democratic trade unionism".

The federation will establish "appropriate internal machinery" in order to "keep the merged federation free from any taint of corruption or Communism".

Government and Structure

A department, known as the Council of Industrial Organizations and comparable to existing departments of the American Federation of Labour, will be established to accept all industrial unions within the new body.

Executive officers will consist of a president and a secretary-treasurer elected at regular conventions of the federation. Initially, both these officers will be elected from unions now affiliated with the AFL.

Organization activities in the new body will be headed by a director appointed by the president and subject to the approval of the executive council. This department, which will initially be headed by a member of a CIO union, will be provided with the

The President of the largest union in the United States, who declined to sign the AFL-CIO no-raiding agreement, has endorsed the agreement to merge the two labour organizations.

Dave Beck, President of the 1,300,000-member International Brotherhood of Teamsters (AFL), who only two weeks earlier had told his own union's executive board that he wouldn't go along with any unity plan that tied his hands on jurisdictional issues, said he could find nothing in the text of the merger agreement to which he had any objection. "I am very pleased with it," he said at the meeting of the AFL Executive Council that ratified the merger agreement.

He said he was especially gratified that the pact did not compel all unions to sign a no-raiding pledge. He reiterated that he had no intention of signing such a pledge voluntarily.

staff and resources necessary to carry out organizational activities in co-operation with the affiliated unions.

The "supreme governing body" of the organization, which will meet every two years, will be the convention. Delegates of affiliated unions will vote the per capita membership of the unions they represent and state and local central bodies will be entitled to one vote each at the convention.

In addition to the president and the secretary-treasurer, 27 vice-presidents will be elected at the convention and with them will form the executive council. The council will meet three times a year and will be empowered to carry out decisions arrived at by the convention and will carry out federation policies between conventions. At first, 17 vice-presidents will be elected from AFL unions and 10 from CIO affiliates.

The executive committee, consisting of the executive officers and six vice-presidents elected by the council, will meet bi-monthly to advise and consult with the executive on policy matters. In the beginning, three vice-presidents will be selected from AFL unions and three from CIO affiliates.

The general board, whose membership will include the executive council and the president or principal officer of each of the affiliated national or international unions in the new body, will meet at least once a year to decide all policy questions referred to it by the executive officers and council. The rules of the convention as to voting will govern the general board.

Under the constitution, the merged body will have committees in "appropriate fields of action" which will be staffed with "due recognition" being given to unions now affiliated with the AFL and the CIO.

The new constitution will provide for state and local central bodies of the merged organization. The Council of Industrial Organizations will be permitted to maintain subordinate councils, as now provided for departments of the AFL. Existing state and local central bodies of the two unions will be merged.

Finances

The new labour body will take over all the assets of the AFL and those net assets of the CIO "which bear the same relationship to the membership of the Congress of Industrial Organizations (as measured by per capita paid as of the date of the 1954 Congress of Industrial Organizations convention) as the net assets of the American Federation of Labour as of the date of merger bear to the membership of the American Federation of Labour (similarly measured as of the date of the 1954 American Federation of Labour convention.)"

Within the new body, the Council of Industrial Organizations will take over the balance of the assets of the CIO, after all its liabilities, potential and accrued, have been provided for. The per capita tax payable by national and international unions and organizing committees has been set at four cents per month. The per capita tax of federal labour unions and local industrial unions is to be not less than 80 cents monthly. The Council of Industrial Organizations, acting as a department, will establish its own per capita charge as will all other departments.

Existing Agreements

The present no-raiding agreement will be extended for two years beyond its present expiration date and amended to make it effective between all unions regardless of their former affiliation. Both the CIO organizational disputes agreement and the AFL internal disputes plan will remain in effect for unions which have signed them. Measures will be taken through a joint committee to incorporate all three pacts into a combined no-raiding and organization and jurisdictional disputes agreement.

Methods of Merger

According to the agreement, merger will be accomplished by the following steps:—

Both CIO and AFL executive councils will meet to approve the pact. (The AFL executive council, meeting concurrently with the merger negotiations, ratified the agreement the day after it was signed; the CIO executive board, on February 24. Only the CIO Transport Workers (see box, page 279) dissented.)

Upon their approval, a proposed constitution for the new federation will be drawn up by a joint committee and will preserve, consistent with the merger agreement, "the essential features" of the present AFL and CIO constitutions and the "basic rights and obligations" of unions affiliated to each.

The proposed constitution will then be submitted to the executive council of the two labour bodies.

The conventions of both organizations will be asked to approve both the agreement and the constitution.

A joint convention of the two organizations, the first of the new federation, will be asked to approve the agreement and constitution.

Initially, the headquarters and field staffs of both groups will be retained. A special committee of the present executive officers of the CIO and the AFL will then make "just, fair and equitable" provisions for the integration of these staffs.

Within two years of the amalgamation of the two unions, the existing state and local central bodies of both will be merged "under the guidance of the officers of the merged federation" and by the process of "negotiation and agreement". Until these mergers have been completed, the local and state organizations are to continue to represent the local unions now affiliated to them.

In a joint statement, Mr. Meany and Mr. Reuther hailed the agreement as marking "the end of the division in the free trade union movement that has existed for almost 20 years".

The statement said:—

This agreement will preserve the identity and the integrity of the more than 140 trade unions now affiliated with the CIO and the AFL. They will continue, under this plan, to conduct their own individual collective bargaining with employers, as in the past. The agreement provides a mechanism for voluntary—not compulsory—merger of individual trade unions in the same field. Through arrangements to be worked out, the members of all affiliated trade unions and the general public can be assured that the swift progress made during the past two years towards the elimination of "raids" and "jurisdictional disputes" will be continued.

The 170,000-member Transport Workers Union (CIO) will not ratify the AFL-CIO merger agreement until it has received assurances on several points. Michael J. Quill, the union's President, said the TWU wanted positive assurances that:—

The "fighting spirit of the CIO" would not be "swallowed up" by the federation.

The new labour group would agree on a "good, fighting" organizational program.

The federation would eliminate any kind of racial discrimination in its affiliates.

The AFL would guarantee to wipe out all "gangster elements" before the merger.

The new federation would pledge itself to a program of independent political action, including the possibility of a third party to represent the country's 65,000,000 wage earners.

Canadian Labour Unity Seen Hastened by AFL-CIO Merger Agreement

News that leaders of the American Federation of Labour and the Congress of Industrial Organizations had agreed to a merger of the two groups was well received by Canadian labour. All expected that the event would hasten the unification of this country's two major trade union organizations.

Claude Jodoin, President of the Trades and Labour Congress of Canada, said: "I am very happy this move has been taken by brother unionists in the United States. I sincerely hope we can attain the same goal here in Canada."

The TLC President said the merger will be "a wonderful thing" for the labour movement and added that "labour will be able to realize its platform of principles much quicker with a united labour movement".

"I hope the day won't be too far distant when the TLC and the CCL will be able to make the same kind of announcement", said A. R. Mosher, President of the Canadian Congress of Labour. He added that he did not see "any obstacles to being able to do here what they've done in the U.S."

A prediction that a TLC-CCL merger will now "automatically" follow was voiced by William Jenoves, President of the Toronto District Trades and Labour Council (AFL-TLC). Mr. Jenoves, who is also a TLC Vice-president, said the AFL-CIO action "will certainly make our position here much easier". He said he could see no serious obstacle in the way of amalgamation.

Eamon Park, Legislative Director of the United Steelworkers of America (CIO-CCL), remarked: "This is the news we've all been waiting for. Undoubtedly the completion of already well developed plans in Canada can be expected almost immediately. The resulting merger will certainly give labour a larger and more powerful voice in community affairs."

Independent Rail Unions in U.S. Said Interested in Joining Merged Organization

Serious thought is being given by independent railroad unions in the United States to bring their 500,000 members into a unified labour movement. A survey by A. H. Raskin of the *New York Times* indicated a strong possibility that most of the rail workers would come in soon after a merged organization was formed by the American Federation of Labour and the Congress of Industrial Organizations.

Mr. Raskin cited the views of each of the independent union heads. W. P. Kennedy, President of the Brotherhood of Railroad Trainmen, in a formal statement said he believed an affiliation proposal "might be looked on most favourably" by the officers and members of his union.

A. T. Gilbert, President of the Brotherhood of Firemen and Enginemen, said his union was under a mandate to seek affiliation if the AFL and CIO got together. He said that he was cordial to the idea of coming into a unified organization but the filing of formal application would have to be passed by the union's policy committee.

Guy L. Brown, head of the Brotherhood of Locomotive Engineers, said he felt the proposed merger could result in "a great deal of benefit". He reserved comment on whether his union would affiliate until he had more specific information on the merger plan.

R. O. Hughes, President of the Order of Railroad Conductors, took a similar view. He hoped the merger would prove good for all labour but declined to give an opinion on what his union would do.

Mr. Raskin said it was known that the AFL and CIO unions feel affiliation of the independent rail unions would be a desirable follow-up to their merger.

AFL Executive Council Faced Heavy Agenda as Well as Merger Plan

In addition to approving, unanimously, the AFL-CIO merger agreement (see p. 277), the AFL executive council, which met concurrently with the joint unity committee that signed the agreement, dealt with a heavy agenda. It discussed the program to eliminate jurisdictional disputes in the construction industry in New York, the admission of a union expelled from the CIO because of its Communist ties, unemployment and proposals to combat it, a campaign to bring about revocation of state "right-to-work" laws, and a program to eliminate corruption in union welfare funds.

The arrangement for the settlement of jurisdictional disputes among building trades unions in New York city was threatened by a decision by the New York District Council of the United Brotherhood of Carpenters and Joiners to boycott the arbitration procedures set up by the rest of the construction unions for settling such disputes. The carpenters union, with 40,000 members in the city, is the largest in the building industry there.

The peace machinery to which they object has existed since 1904 under a contract between the Building Trades Employees Association and the Building and Construction Trades Council. Under the agreement, an employer board settled inter-union disputes concerning which union was entitled to do a particular kind of work. The Carpenters recently rejected a ruling by the board.

Apart from its jurisdictional problems, the construction unions agreed to grant a no-strike pledge to AFL contractors in order that their membership might have a better chance of getting work on President Eisenhower's billion-dollar highway program. The aim of the pledge is to enable contractors to reduce their bids for road-building jobs. The cost cuts would come through assurance that expensive equipment would not be tied up for long periods by work stoppages.

Among the major building trades unions signing the no-strike pact were the International Brotherhood of Teamsters, the United Brotherhood of Carpenters and Joiners, the International Union of Operating Engineers, and the Building Helpers and Common Labourers Union.

Merger of the 70,000-member International Fur and Leather Workers Union, expelled from the Congress of Industrial Organizations five years ago on charges of Communist domination, with the 282,000-member Amalgamated Meat Cutters and Butcher Workmen failed to obtain council approval. The council took the view that the merger plan failed to provide adequate safeguards against Communist penetration of the Federation.

Patrick E. Gorman, Secretary-Treasurer of the butcher's union, said that his organization would allow the AFL to determine whether Communists were still carrying on their activities in the fur locals after merger. If the AFL found any trace of

Communist activity, his union would "kick out" the entire group of fur and leather workers, he pledged.

Executive council members said that there has been no change in their conviction that Communists retained control of the fur union and would use the merger to extend their rule over the butchers' organization. The meat cutters were told that they face expulsion from the Federation if they go through with their merger plans.

(The merger of the Amalgamated Meat Cutters and Butcher Workmen and the International Fur and Leather Workers Union was effected February 22 after both groups had approved the move. The butchers gave their approval February 17, contrary to the wishes of the AFL executive council. The fur workers announced February 22 that a referendum among its members had resulted in "overwhelming" approval; the vote automatically brought the merger agreement into effect.

(Under the agreement's provisions, the furriers became a department of the meat cutters union. Abe Feinglass, Fur Union President, and Pietro Lucchi, its secretary-treasurer, will become Director and Assistant Director of the new "fur and leather department".)

A warning that unemployment may reach four million by the end of March was voiced by the Federation's executive. Calling for "sizeable" increases in wages to enable workers to buy enough to keep business increasing, the council urged the following five-point program of government action:—

Federal legislation to liberalize state unemployment insurance systems through the establishment of higher benefits.

Establishment of a federal minimum wage of $1.25 an hour in place of the 90 cents recommended by the President and a cut in the statutory work week from 40 hours to 35.

Increased exemptions and lower tax rates for persons in the lower income tax brackets, with the loss in government revenue to be made up through a closing of "loopholes" for persons in the upper brackets.

Expansion of public programs for the construction of schools, hospitals, roads and other major projects.

Building of at least 2,000,000 units of low- and middle-income housing each year through a program of federal subsidies and low-interest loans.

In a research report presented to the council, AFL economists reported that the unionized worker had fared better on the wage front in the "recession year" of 1954 than in any other post-war year. The report said that higher hourly wages and stable living costs had given most workers their greatest gain in purchasing power.

Though the average pay rise of five to nine cents an hour had been "modest" by comparison with the increases in previous years, the wage-earner received the full benefit of his increased wages. In other years, inflation had taken much of his gains, the report added.

An attempt to repeal state "right-to-work" laws by action in Washington to amend the Taft-Hartley Act was forecast in the council's statement setting forth its 1955 legislative program. At present, the Taft-Hartley Act permits compulsory union membership but contains a specific provision giving state "right-to-work" laws precedence over the federal legislation.

A drastic program, designed to eradicate welfare fund rackets, is being sent to all AFL-affiliated unions as the result of a plan drawn up by the headquarters staff under the direction of President George Meany. The program will be submitted to the Federation's 111 unions for review and suggested changes.

The council also decided to boycott the 5th session of the ILO Petroleum Committee at Caracas, Venezuela, in April to indicate its hostility to the present regime in that country.

Jean Marchand, General Secretary of the Canadian and Catholic Confederation of Labour, has called for the immediate establishment of an economic and social council, on which governments, management and labour would be represented, that would seek regional solutions to the unemployment problem.

Speaking at a labour rally at Sherbrooke last month, Mr. Marchand maintained that the blame for unemployment should not be placed on members of Parliament but rather on employers, "who hold in their hands the bonds of economic life".

12th Annual Convention of the Ontario Federation of Labour (CCL)

Immediate action to solve unemployment problem demanded. Retiring President George Burt voices condemnation of profit system, charges management with beginning drive to force retreat by organized labour

Unemployment and increased political action were dominant topics of discussion at the 12th annual convention of the Ontario Federation of Labour (CCL) held in Hamilton February 3-5.

The Federation's President for the past four years, George Burt, announced his retirement at the convention; Sam Hughes, Assistant Canadian Director of the United Packinghouse Workers of America, was elected to succeed him.

George Burt

In his farewell address to the more than 300 delegates, Mr. Burt charged that private enterprise was a "selfish and undemocratic system". Profit "has been given a halo down through the years which should be torn off and exposed for exactly what it is—a selfish and undemocratic system that fails the people of the country when it is put to a test," he said.

Unemployment was still the most important problem facing Canada, Mr. Burt went on; he criticized both management and government for not doing anything to help solve it. He said:

> Not only has the Government sold the Canadian working people out by doing nothing to solve this problem, but they have allowed private enterprise to exploit our economic heritage without restrictions, and with a complete and callous disregard of the plight of the working people.
>
> Employers make no contribution whatsoever to the relief of unemployment. No employer made any public suggestion as to a remedy and the press did practically nothing about using their so-called freedom to express themselves about this all-important problem.

Mr. Burt charged that management had begun an "organized drive" in 1954 "by using the unemployment situation as a main weapon to force a retreat by organized labour". In this connection, the employers have been assisted "by our employer-sponsored provincial government and sometimes through ignorance, and sometimes by design, by conciliation board chairmen," he said.

Turning to technological changes in production, Mr. Burt said that they posed new problems for workers. "The employer is insisting on a reduction in the hourly wage rate, a reduction in manpower, and an increase in production," he asserted. Employers claimed workers no longer needed skills which were required formerly and they had "not proposed anything which will allow employees to participate in the benefits of this development," Mr. Burt said.

The retiring President said that the guaranteed annual wage goal for 1955 "is a modest demand under the circumstances" but was not a cure-all for unemployment. "The annual wage merely guarantees workers who are at work that they get the same advantages from the company as the company's employees in the front office in respect to an annual wage," he declared.

Turning to political action, the labour leader warned the delegates to be prepared for an early election in Ontario and "to give more than lip service" when it came. He said the trade union movement must "break through" on the political front in the next year or two, observing that "the employers are getting richer and richer, the Government is getting deafer and deafer and the workers are getting less and less money".

Unemployment

The number of jobless in Canada may exceed 750,000 by the end of March, convention delegates were warned by Eamon Park, Legislative Director of the United Steelworkers of America, in the debate on unemployment. He told the convention that every penny added to purchasing power through higher wages or stepped-up government spending would help ward off a depression.

The convention adopted a resolution demanding immediate and large-scale public works and housing programs, a federal-provincial conference on economic problems, provincially-paid relief for the unemployed and a moratorium on the home mortgages of the unemployed.

Mr. Park told the delegates that it was not the number of immigrants that was at the root of unemployment in the country but the Canadian economy. "There are plenty of things the Government could do if it had the guts and the courage and stopped aligning itself with management to lower (living) standards," he said.

A call to organized labour to resist the policy of government officials in Ottawa that was turning Canada into a "dumping ground" for over-production in the United States was issued by Harold D'Aoust, Canadian Director of the Textile Workers Union of America. He accused the Government of purchasing materials for the armed forces from the U.S.A. while Canadians were being laid off or put on short-time work.

Political Action

The Federation re-endorsed the Co-operative Commonwealth Federation as its political arm with only four delegates voting against the resolution. The resolution attacked the Ontario Government for ignoring labour's needs and charged that both the Liberal and the Conservative parties were tied to "Canadian capitalists who exploit both our resources and our people".

Speaking in the debate on the resolution were Lloyd Fell, Chairman of the Political Action Committee of the Canadian Congress of Labour; B. Hargrave, of the United Steelworkers; and Donald C. MacDonald, leader of the Ontario CCF.

Immigration Act

Canada's Immigration Act was termed a "disgrace" by Eamon Park, Chairman of the resolutions committee, during the debate on immigration. Mr. Park charged that the Act contained a colour bar to British subjects wishing to enter the country that was "far worse" than any legislation in the southern part of the United States.

In denouncing the Act, Mr. Park said its colour bar particularly affected prospective immigrants from the British West Indies. "Nowhere in the Act does there appear any reference that a coloured person can't come into Canada," he said, but "by all sorts of legal mumbo jumbo" the Act did discriminate against persons on the grounds of colour.

A resolution calling for equal treatment to all members of the Commonwealth wishing to migrate to Canada, regardless of race, colour or creed, was passed by the convention.

Other Resolutions

The Canadian Broadcasting Corporation was accused by the Federation of pursuing a "strike-breaking" policy in a resolution that was unanimously approved. Specifically, the CBC was charged with "following an anti-labour policy" in its relations with its radio and television technicians.

Referring to the recently settled dispute between the Corporation and the National Association of Broadcast Employees and Technicians (CCL), the Federation said the CBC was trying to "place itself beyond the law" by refusing to participate in true collective bargaining.

Among other resolutions passed by the convention were those urging:—

The development of primary and secondary processing industries, to be by publicly-owned companies where necessary.

The use of Canadian materials and services in such developments wherever possible, particularly on such public projects as the St. Lawrence Seaway.

The holding of Government-supervised votes only, as at present, in deciding the certification of bargaining agents.

Federal Government action to prevent discrimination in obtaining National Housing Act facilities on account of class, colour or creed.

Prof. Jacob Finkleman

During the three-day convention, the delegates were addressed by Prof. Jacob Finkleman, Chairman of the Ontario Labour Relations Board, who said that there was no democratic alternative to the strike weapon. Mr. Finkleman said he opposed compulsory arbitration in industrial disputes and warned that it was dangerous for management and labour to vest absolute power in the hands of a third party whose decisions would be final and binding.

"I wonder whether the advocates of this approach to the problem are aware of the implications of this suggestion. It would mean that there would be handed over to a third party powers so wide that they beggar description," he said.

A former professor at the University of Toronto who helped draft Ontario's labour code, Mr. Finkleman said: "It is hardly necessary for me to stress the dangers that flow from the vesting of absolute powers in any human being."

Election of Officers

In the convention elections, Sam Hughes was elected without opposition to succeed

Mr. Burt. Richard Courtenay of the United Auto Workers and Edward C. Cluney of the Textile Workers were re-elected Vice-presidents without opposition. Cleve Kidd of the United Steelworkers was returned as Federation Secretary-Treasurer.

Steelworkers Hold Annual Policy Conference

Decide to seek wage increases and shorter work week, adopt resolution asking Government to take action against unemployment. Conciliation procedure criticized by union's Canadian Director, legislation chief

A drive for wage increases and a shorter work week will highlight this year's union activity in Northern Ontario's gold mines, C. H. Millard, Canadian Director of the United Steelworkers of America (CIO-CCL), told delegates to the union's 11th national policy conference in Hamilton, January 31 to February 2.

Mr. Millard said that progress in the gold mines has been slow since the strike of a year ago but added that "there is a well-organized and functioning steward system and a drive will be made this year for a reduction in the work week with wage increases".

Unemployment, the guaranteed annual wage, labour relations boards and procedures, parity with United States wage rates and organizing activities featured prominently during the three-day meeting. Some 300 delegates representing 70,000 steelworkers in Canada attended the conference.

Mr. Millard, in his report to the conference, accused management of "trying to blame organized labour for everything that is going wrong with our economy anywhere in the country". He added that management, with few exceptions, is also resisting every proposal for wage increases, reductions of hours, guaranteed employment and improved social security measures.

"Fully employed Canadian workers and prosperous farmers are the best customers management can find," he said. "It is the job of the labour movement to insist upon more purchasing power and upon Government action to stimulate and to press for the fullest measures of social security our economy can afford."

Concerning unemployment, the labour conference accused the federal and provincial governments of "playing volleyball" with the problem. Several delegates said they felt the time had passed for labour groups to debate the question in convention and send indignant resolutions to governments.

"All we have gained as a result of these cap-in-hand approaches to government is a few crumbs," said Richard Johns of Sault Ste. Marie, Ont. "The Governments, and particularly the Ontario Government, are callously unconcerned about the problem of the unemployed," he added.

In a resolution approved by the conference, the federal Government was asked to:—

Start a public works program in areas affected by unemployment.

Increase tax exemptions for low-wage earners, thus increasing purchasing power and improving market demand.

Boost unemployment insurance benefits and the duration of their payment.

Set up joint meetings of representatives in government, labour and industry to discuss the problem.

Both federal and provincial governments were urged to contribute to direct relief if requested by municipalities.

Canadian Steelworkers in 1955 will seek "a joint development of access to work guarantees to insure all workers and their families a minimum annual income," the union said in its policy statement drafted at the conference. "Increased purchasing power in the hands of those who will use it is the key to Canadian prosperity."

According to the program, the Steelworkers will support "the efforts of farmers and others to improve their standards of living" and demand that social service payments such as old age pensions be increased.

A proposal that the provincial governments and universities investigate the possibility of specialized training for persons who enter the mediation and conciliation field was made by Eamon Park, the union's Legislative Director, who said that conciliation and mediation of industrial disputes is a practice which requires special training and special understanding.

"It is not adequately handled as a sideline of any other profession," he said. "The situation has long been complicated by the shortage of available persons for the chairmanship of boards in Ontario. Competence at hearing criminal cases does not necessarily qualify or disqualify a man in terms of human understanding and the economic understanding that ought to go into conciliation board work."

Mr. Park criticized the Ontario Department of Labour for failing to develop other persons to take on conciliation cases. He said there were many in universities with a good deal more training and experience for the job than judges.

Speaking on the same subject, Mr. Millard said that the majority of employers were resorting to time-consuming procedures of conciliation and arbitration and that the net result has been unsatisfactory.

"In many cases," he said, "the impartiality of board chairmen is open to question. Certainly our experience has given us no reason to have faith in the judiciary. With some notable exceptions, judges, we have found, are not trained or qualified to conciliate or arbitrate in matters of labour relations. Some strikes might have been averted if a properly trained board chairman had been appointed by the governments concerned."

Parity with United States wage rates will be sought, "taking into consideration the highly profitable operations of the Canadian steel industry," the union decided. In addition, the Steelworkers will seek reductions of geographical differentials in wage rates, extension of a plan to eliminate wage inequities within plants and industries, reduction of the work week to 40 hours without reduction in take-home pay and the development of welfare plans and pension rights. The labour body added that it will attempt to have agreements cover a company's subsidiaries as well as the main plants.

In the organizational field, Larry Sefton, Director of the union's District 6, reported that during the past year, 19 plants in Ontario, covering approximately 2,000 workers, had been organized.

Series of Five French-Language Broadcasts on Discrimination

Department of Labour sponsors talks by prominent French Canadians as part of educational program connected with Canada Fair Employment Practices Act. Translated texts of all five addresses are given here

Prepared as another phase of the Department's educational program in connection with the Canada Fair Employment Practices Act, a series of five French-language broadcasts on discrimination was carried over 26 Canadian radio stations during November and December. A similar series of eight broadcasts was heard over a network of 81 English-language stations last summer (L.G., Sept. 1954, p. 1265; Oct. 1954, p. 1427).

The broadcasts were scheduled as programs in the Department's weekly series, "Canada at Work".

Speakers during the series, and the titles of their talks, were: the Rev. Bernard Mailhiot, professor of social psychology, University of Montreal, "French Canada Looks at Discrimination"; Gérard Filion, Publisher, *Le Devoir*, "Discrimination and Our Reputation Abroad"; Gratien Gélinas, well-known French-Canadian author, playwright and comedian, "Discrimination and Canada's Future"; Michael Rubinstein, President, Jewish Labour Committee of Canada, "Discrimination: the Badge of Decadence"; and the Hon. Alcide Côté, Postmaster General of Canada, "Discrimination is Repugnant to the Very Nature of Man".

Translations of the five talks are given below.

French Canada Looks at Discrimination

The Rev. Bernard Mailhiot, University of Montreal

In the past, the French-Canadians have been a people discriminated against. This is an established historical fact. And now, even if a great many French-Canadians admit that the situation has been largely corrected, a good many still consider that we owe the fact that our rights are respected to their vigilance. French

Canada, they say, will always be an ethnic group threatened with discrimination. And in order to ward off any attack, these same worthy people are on guard!

The question then arises: does this psychological condition of being a minority group, a minority so long discriminated against, dispose the French-Canadians to be more understanding of the needs and aspirations of the other racial groups with whom they live or, on the contrary, has this psychology of a minority which has been discriminated against caused them to withdraw into themselves and made them so vulnerable that the slightest injustice hurts them and makes them unmindful of the collective dramas which their compatriots of different racial origin may be living through? And so, before we can specify in what sense French Canada is studying the problem of discrimination, we must ask ourselves whether it is capable of doing so, whether it can break away sufficiently from its own case and adopt an objective enough attitude to devote itself to a comparative study of the facts and sources of discrimination in which it is involved.

It is observed in collective psychology that, if any group is to cease having recourse to defence mechanisms and agree to positive exchanges with other groups, it must have a minimum of security. A good many French-Canadians acknowledge that, since the end of the Second Great War, they have been treated more fairly by the majority group in this country. The result has been an easing of tension in relations between our two major ethnic groups. The most significant indication of this development is the fact that more and more French-Canadians are taking the trouble to make a systematic study of the causes of our friction and of our conflicts with the other racial groups in Canada. And what is new is that this investigation is being carried out in a truly scientific spirit. We have shaken off the usual perspective of recrimination and of making demands.

In proof of this changed attitude on the part of our French-Canadians, I should like to talk to you about some research projects which have been undertaken since 1951 by the Human Relations Research Centre in Montreal. The conclusion should not be drawn that these projects are the only ones now under way in French Canada, and they are not necessarily the most important. Nevertheless, they show quite well the trend of thought of quite a number of our French-Canadians.

A little bit of history is called for here. The Human Relations Research Centre has been in existence for scarcely three years. The objective of its founders was to satisfy an urgent need in Montreal: to organize and to facilitate research into the psychology of human groups. During the two years preceding the founding of this Centre, we had organized two public opinion polls concerning the collective attitudes of the various racial groups making up the Canadian population of Montreal. The results were alarming. In the light of the information obtained, Montreal appeared to us not only as a very cosmopolitan city but, and this above all seemed to us to be symptomatic, it appeared to be made up of racial groups which are very much isolated geographically and psychologically from one another. Each racial group seems to form a little island separated from the others by broad and manifold areas of silence covering up conflicts and tensions which are ready to explode at critical moments of our community life.

As soon as the Research Centre was established, we wondered whether it would not be possible to investigate this situation systematically and thus make it more understandable. We hoped that this would gradually permit us to recommend appropriate remedies and to determine what would be the most suitable means of insuring the disappearance of the barriers which separate the various racial groups in Montreal. Our job could therefore be defined as follows: to explore the possibilities of a change for the better in the relations between the various racial groups and to bring out what might constitute the most favourable conditions.

For this purpose, instead of reconstructing artificial situations from our observations, and proceeding to a controlled experimental study, we chose to work with spontaneous groups fully committed to action, whose concerns and attitudes are immediately determined by concrete situations in their own lives. In order to do this we had to reach the most influential elements in each racial group and bring them together so that they would have the opportunity of comparing their respective points of view and of examining together the possibility of reaching compromises, at the least, which could gradually lead them to the establishment or extension of zones of exchange and understanding between them.

Once these objectives were clearly defined, we immediately set out to find groups made up of members of different racial origin brought together through common interests. We were fortunate at this stage in being able to rely fully on the co-operation

of the Labour Committee Against Racial Intolerance. In co-operation with this Committee we organized, during two consecutive years, two series of meetings between workers belonging to different racial groups. At these meetings the very complex and very much of-the-moment problem of discrimination in employment was the subject of panel discussions. More than 20 workers took part in the first series; more than 30 in the second. Each group met once a month for about two hours each time. This means that each one of these groups devoted about 20 hours to the study of this problem. In each case we noted a marked development—and each time this development was approximately along the same lines: it was only once they had asserted their respective racial differences and once they had accepted one another as being different that these people succeeded in truly exchanging views on these questions that were of interest to their class. It was therefore only once they had accepted one another as English-Canadians, French-Canadians and Jewish-Canadians that they willingly made up a group and were able to think and to discuss this problem of discrimination, as workers and as members of the same class, a class deprived of its essential rights.

These two experiments showed us that the development of inter-racial relations is possible only if it is progressive. Their prejudices will disappear gradually only through frequent contact and provided that class or professional interests are at stake or implicated. There must be some level of common concern or aspiration in order that the silence may be broken, that the barriers erected by prejudice between different racial groups may fall and that there may be communication between them.

It is to the working class that we owe the very definite proof that the racial groups which make up our Canadian nation can become integrated without sacrificing in any way their cultural values. On the day when other classes of society or other professional groups have tried this experiment, Canada may hope to reach true maturity, a maturity based upon the cultural contributions of every one of the racial groups found in this country. French Canada must continue to study the causes of discrimination.

Discrimination and Our Reputation Abroad

Gérard Filion, Publisher, *Le Devoir*

Last year I was in Bombay, India. The largest hotel in Bombay is the Taj Mahal, owned by a multimillionaire, Mr. Birla. This luxurious hotel compares favourably with the very best hotels in the world's largest capitals. Travellers from high Indian society and from western countries, diplomats and businessmen, stay at the Taj Mahal when they go to Bombay.

At the left as you go in, in a prominent position on the desk, is a notice reading: "No accommodation for South Africans".

When I saw that I felt a certain satisfaction in not being a citizen of South Africa, and I was pleased to be able to show my Canadian passport to the registration clerk.

The Taj Mahal is not the only hotel in India which refuses to take in white travellers from South Africa. Almost all the big hotels in India apply the law of retaliation to South Africans of the white race because of the policy of racial discrimination carried out by the their Government in their own country.

A year earlier I was in China. One of the questions I was asked with the greatest insistence was this: "Are the Chinese still mistreated in Canada?" I did my best to explain that the Chinese used to be the laughing-stock and often the scape-goats of the whites in Canadian cities where they went to live. Thas was due to the strange way in which they dressed, to the rather unusual appearance their pigtails gave them, to the fact that, as they usually wore slippers, they walked as though they were flat-footed, and to the strange dishes they used and served in their restaurants. But I hastened to add that the Canadian gradually became accustomed to the presence of Chinese colonies in all the larger cities. Nowadays, scarcely any attention is paid to them; a great many Chinese are now at the head of important businesses and have amassed impressive fortunes.

This explanation was perhaps not altogether satisfactory; it was an attempt to satisfy the curiosity of my questioners and to soothe my conscience as a Westerner.

In all international meetings in which I have taken part, I have always felt an undercurrent of distrust towards the United States, caused by their practices of racial discrimination with regard to the coloured population of their country. You have no idea how much the practices of our neighbours, especially lynching, detract

from the prestige of the United States abroad. As soon as this question is brought up you can feel an air of unanimous reprobation in all persons with the least drop of black, yellow or brown blood in their veins. Even if you are not an American citizen, you cannot help feeling a certain uneasiness when you realize that, as a member of the white race, you are to a certain extent involved in the matter.

Does this mean that, as Canadians, we are free of all blame? Unfortunately, no.

I have a friend who lives in Toronto. He was born in Singapore of Indian parents—more specifically, of the Tamil race. He had an excellent education in the best English schools and universities. He speaks magnificent English, is equisitely polite and highly intelligent; he is also, and this does no harm, extremely handsome. His only fault is that his skin is brown.

Last year he came to Canada to work with a national association of students. Born in Singapore, he is a British subject; but as he is Asiatic, he is subject to the special immigration provisions governing British subjects of Asiatic origin. His entry into Canada was not easy. Immigration officers put forth all sorts of reasons to discourage him in his project. He was even told that as he had always lived in a tropical country, he would not be able to stand our severe climate. Finally, he succeeded in obtaining a permit of stay for one year. Last summer this permit had expired, and when I saw him last, he was having endless discussions with immigration officers in an effort to obtain an extension of this permit for another year. What has happened since? I do not know. But this young man of remarkable intelligence bitterly resented being treated in this way for the sole reason that, having been born in Singapore, of Indian parents, his skin is dark.

This young man will not stay in Canada. Some day he will go back to India, where his parents were born. It is quite certain that he will be of some account in his country. Twenty-five years from now he may be a Member of Parliament, a cabinet minister, or again he may be in the diplomatic service of India. I am sure that in spite of the nobility of his character, the way he was received in Canada will be a bad memory all his life.

I have given you these facts in order to make you understand that coloured people are extremely sensitive to the discrimination too often used against them, and that the least injustice often has long-range effects on the international level.

Almost all coloured people have known the white man's domination during the last few centuries. In most cases, it was a cruel and sectarian domination. In all countries and all cities where he took up his abode, the white man made sure of securing all advantages. He refused to dwell in the neighbourhood of coloured people; he built cities for his private use. In most cases, he lived sumptuously, surrounding himself with a houseful of native servants doing his bid and call as first-class slaves.

But this period is passed. Most coloured peoples have regained their political freedom. They can now give free rein to the inexhaustible feeling of bitterness which they have accumulated against the white man through centuries of colonial exploitation. Being politically free, they just won't stand for discrimination based on the colour of their skin or on their faith. You cannot blame them for claiming equality in all things.

On the other hand, it is difficult for the white man to rid himself of the superiority complex in which he has been steeping himself for centuries. The old relations of owner to slave, master to servant, boss to hired hand, cannot be wiped out in a few years, and that is why it is important that each individual should examine his own conscience with regard to his behaviour towards people who are different in colour, race or religion.

Our individual behaviour may appear to be of no consequence. After all, what does it matter if one calls another a "dirty Jew", or if one plays a nasty trick on a Chinaman? These acts may seem unimportant, but they may have unpredictable consequences in the long run. Our behaviour will have given credence to the belief, which is partly true, that all men are not treated alike in Canada.

Discrimination and Canada's Future

Gratien Gélinas, Author and Comedian

It has been said that the 19th Century belonged to the United States and that the 20th Century would be Canada's. This statement flatters us; it is also ambitious.

One thing is certain: Canada is now enjoying a high degree of prosperity acknowledged and envied the world over. Canadian travellers are welcomed every-

where, not only with respect but even with enthusiasm, and their dollars are now accepted everywhere; they are actually preferred.

It is equally certain that Canada has experienced wonderful economic progress in the past 20 years. Giant industries are born as new natural resources are discovered: mines, oil, natural gas, etc. Agriculture also has reached new peaks, while land, water and air transportation reaches out to the far ends of our vast territory in the service of these prodigious developments.

Again, it is certain that on the international scene, Canada enjoys a reputation beyond what the size of its population warrants. The high quality of its leaders and of its representatives, the straightforwardness and the sincerity of its policies, make it rank high and effectively in international affairs.

The vastness of our territory and the incalculable natural resources which are continuously being discovered give us a sure indication of rapid growth in our population. Our promising land is attracting the attention of all the old, weary countries, tired and over-populated, and it is normal that we should welcome all this manpower offering to work at the development of our soil and subsoil and to help the human and material growth of our nation. Each of these racial groups will bring along its cultural and religious traditions, its human and professional qualities. In this way they will contribute to the building up of a great nation, a nation which has chosen not the melting pot, but the harmonious integration of its component parts.

In a speech delivered to the Acadians of Nova Scotia in August, 1900, Sir Wilfrid Laurier said:

Three years ago, when I went to the Queen's Jubilee in England, I had the pleasure of visiting one of those wonders of Gothic architecture which the hands of genius, guided by an invincible faith, have made into a harmonious whole in which granite, marble, oak and other materials are brought together. This cathedral symbolizes the nation which, I hope, Canada will become. As long as I live and am able to work in the service of my country, I shall be against the idea of changing the nature of its component parts. I want the marble to remain marble, the granite to remain granite, the oak to remain oak, the sturdy Scotsman to remain a Scotsman, the intelligent Englishman to remain an Englishman and the sentimental Irishman to be always an Irishman. My wish is to constitute from all these members a nation that will become a leader among the great powers of the world.

It falls to us to carry out this prophetic vision. If we want Canada to enjoy peace and prosperity, it is important that all hearts unite, that there be a sincere desire to work together at the creation of a community in which it is good to live. If we want Canada to keep its prestige and effectiveness in international affairs, it is important that it be a strong and united nation, in which religious, cultural and racial groups live together as brothers. This will be possible in so far as individuals as well as groups feel that they belong to the whole, that they, along with their physical and moral characteristics, are accepted and not merely tolerated, and if they feel that they are appreciated by the general population.

This mutual understanding and acceptance, this brotherly co-existence and cooperation may be shown in different ways. The recently passed Canada Fair Employment Practices Act seems to be a clear manifestation of this spirit of fraternity and mutual respect which animates us. May I be allowed to dwell on this matter for a few moments.

The Canada Fair Employment Practices Act, passed by our Federal Parliament, came into force on July 1, 1953. It is stipulated in the Act that no employer shall refuse to employ anyone because of his racial origin, colour or religion. For instance, no resident of Canada may be refused employment or promotion, or be dismissed from a job because he is a Negro, a Jew or a French-Canadian. Likewise, the Act forbids discriminatory action by labour unions in the admission of their members or in the selection of tradesmen for a particular undertaking. They may not, for instance, sign a collective agreement with an employer providing that white people or Protestants alone may be hired in the plant.

Legislation of this kind is always difficult to draft and extremely delicate to administer. The legislators have clearly expressed the hope that any offence against this Fair Employment Practices Act may be settled amicably, without its being necessary to take legal proceedings. It is obvious that prejudice and thoughtlessness are often at the root of such acts of discrimination and that an objective examination of the whole question may almost infallibly lead to an equitable solution.

We are all more or less inclined to classify the professional capacities of an individual according to the national or religious group to which he belongs, instead of being satisfied with the personal qualifications of the applicant. It is said, for

instance, that the Jews are excellent merchants but poorly gifted in pure science, while the important part played by numerous learned men of Jewish origin in the discovery of atomic energy is forgotten. We find it quite natural for Negroes to look after the luggage at the station or the berths on a pullman, but we think they are too indolent to do anything else. And we forget that, in fact, a great many coloured persons are engaged in very difficult trades and hold responsible positions, that it was an American Negro, Ralph Bunche, who acted as the United Nations negotiator in the negotiations that brought the Jews and Arabs to sign a truce in the Near East.

Should this classification of the capacities of individuals according to their racial origin or religious beliefs become generalized, the Chinese in Canada would forever be doomed to remain laundrymen or restaurant-keepers, the Italians shoemakers, the Negroes bootblacks, the Jews shopkeepers... and the French-Canadians hewers of wood and drawers of water.

Is it not more human in principle and more consistent with reality to admit that aptitudes and qualifications vary according to individuals, even though certain national traditions sometimes help to strengthen them. And the happiness of its citizens as well as the prosperity of Canada demand that everyone have the opportunity of working according to his tastes and skills, without finding the door to certain jobs or careers closed to him because of racial or religious considerations. The smooth operation of an industry requires that each employee give the best of which he is capable, according to his skills and qualifications: the right man in the right place. That which applies to a given industry applies equally to the country as a whole. Its prosperity and its future depend on the full utilization of its human capital, and this full utilization requires that everyone be able to follow the path of his personal qualifications, to turn freely towards the job or career of his choice, to climb as high as his competence warrants.

We should like to congratulate our legislators for passing this Canada Fair Employment Practices Act which sanctions the principle we have just stated. By so doing they have shown proof of clear-sightedness and courage. There are some indeed who will believe that such an Act is designed to remedy non-existent ills, but if they bother to look closer they will soon find out that prejudices and ignorance still too often exercise their baleful influence on our social, political and economic institutions. In proscribing such attitudes *a priori,* the Act serves as a beacon to those who do not refuse to see the light.

The Canadian people must also be congratulated, in our opinion, for the addition of this new Act to their code. Laws, after all, are part of the institutions which characterize the value and the quality of national life. The Canada Fair Employment Practices Act was adopted by our Federal Government not as the decision of a group of Members of Parliament but as the expression of the will of the Canadian people. Our legislators would never have adopted such an Act if they had not already felt that they were assured in advance of popular support. And these same legislators are convinced that the value and effectiveness of such an Act will increase in proportion to the growing number of citizens guided in their human relations by a spirit of justice and fraternity.

This spirit of justice and fraternity is, thank God, already with us. There is, however, a sufficient number of exceptions to arouse the vigilance of men of good will and to warrant the existence of organizations designed to fight ignorance and prejudice which distort or falsify our social, p o l i t i c a l, economic or cultural relations—association which foster understanding, fairness, friendship and co-operation in every way between the various ethnical and religious groups which make up our nation.

It behoves these organizations, as it does in fact all our institutions, public or private, to co-operate in this educational effort with a view to putting an end to prejudice and ignorance. We must resort to all the techniques of modern science and to every means of communication to make known the democratic ideal on which our nation is built, and to have it accepted and applied. We must light in every heart the pure flame of charity and neighbourly love which is expressed, among other ways, by respect for mankind, our brothers, in whom we find the living image of God, our common Father. That's how deep we must go if we want our ideal and our practice of fraternity to be firmly established. Only this spiritual conception of the soul can build an impregnable rampart around the intangible rights of the human being. For the peace, prosperity and future of our country, it is essential that this sovereign respect for the rights of man be clearly inscribed in the heart of every citizen. It behoves us to assume this educational duty which can't be bypassed without jeopardizing the very life of the institutions which

shelter us and endangering our security and our happiness.

I have the honour of being one of the chairmen of the Quebec Division of the Canadian Council of Christians and Jews, and it is to this no doubt that I owe the privilege of speaking to you on this subject today. When I agreed to become a member of this Council, together with Protestants and Jews, and when, last year, I acted as Associate National Chairman of Brotherhood Week, organized by this same Canadian Council of Christians and Jews, I wanted in this way to show publicly my personal adherence to the ideal of fraternity carried on by this Association; I wanted to add my modest contribution to the fight against prejudice and ignorance which are, unfortunately, too often the root of intergroup strife. May I, in closing, express the hope that all our fellow citizens, no matter what their ethnical group or religious creed, will join hands to protect the rights of man in our society. May each one, no matter how limited his field of activity, link his efforts to those of men of good will and Canada will be assured of a brilliant and prosperous future.

Discrimination: the Badge of Decadence

Michael Rubinstein, President, Jewish Labour Committee of Canada

The victims of discrimination are the weakest, either in the economic, the social or the political sphere, and generally they are the minorities. I am speaking to you as a member of the classic minority—the Jewish race. As a Jewish-Canadian, I am in a position to talk about discrimination; our past, alas, is full of examples of it, often very cruel examples. In this talk I shall refer to racial discrimination in particular.

We must begin by admitting that discrimination does exist, and that it will continue to exist. The French-Canadians, who are greatly in the majority in Quebec, represent minority groups in all the other provinces of Canada. Canadians of English origin, in the majority in the other provinces, form a minority group in Quebec. The Jews and other ethnic groups are minorities in all the Canadian Provinces. The rights and claims of the minorities represent, therefore, a national problem in our country. This problem can be solved either by force or by the recognition of the rights of the individual and of human dignity, without distinction of racial origin.

History provides us with many examples of the application of force either through the complete annihilation of the minority or through its expulsion. These are the black pages of our past which we recall with profound humiliation. The expulsion of the Jews from Spain at the end of the 15th century, the deportation of the Acadians from our country in the 18th century, are examples of some of the most cruel sort of treatment inflicted on minorities. More bloody and more brutish still were the massacre of the first Christians in Rome, the massacre of the Protestants in France on St. Bartholomew's Day and the most widespread bestiality the world has ever seen, the massacre of the Jews by Hitler. The only effect of such deeds was to degrade the human being and to show how cruel man can be, without contributing in any way to the solution of the problem; on the contrary, they may well have aggravated it. Finally, the minorities are not the only victims of discrimination; the majority suffers from it also, through its own degradation, and this in proportion to the means it uses to give expression to such discrimination.

The expulsion of the Jews from Spain and the application of severe measures against other minorities marked the beginning of the decline and impoverishment of that country. The enslavement and repression of the Negroes in the southern United States gave rise to the Civil War and to the economic and cultural downfall of that part of the country. Hitler's anti-Semitism and his claims to the superiority of the German race over any other drove him to a desire for world conquest and to one of the worst wars ever waged. The misery, the chaos and the problems which we have inherited as a result will probably be felt for centuries to come. The threat of war, the cold war, the real war, the eager preparations for war, the progress of communism, the impoverishments of European countries, the general uncertainty —such is the legacy which this race maniac, Hitler, has left us, the majorities as well as the minorities.

Prejudice has brought only misery and a real decline in the social, moral and economic order. From a materialistic point of view only, American sociologists have found that the United States is losing millions every year because of persistent discrimination in employment. The talent, the energy and the intelligence of a large number of citizens are lost in this way. Shall we accept such a situation without

trying to find some means of correcting it? That would be to forgo all human progress.

Canadians have, since the last war, increasingly concerned themselves with this matter of prejudice and discrimination. People everywhere are beginning to understand that this social problem merits special consideration. The federal Government, which, after all, initiated this series of talks, some provincial Governments, the various religious authorities and most particularly the professional assiciations, the labour unions, the universities and social groups have undertaken, if not to eliminate discrimination entirely, at least to lessen its baneful results. The federal Government has adopted legislation, particularly the Canada Fair Employment Practices Act. The Governments of Ontario, Saskatchewan and Manitoba have also passed similar legislation in the provincial field. Should not the other provinces of Canada also take similar steps?

It is an old tradition in Quebec to respect the rights of minorities. The assertion of these rights would be the crowning of that desire. One of the greatest French-Canadian patriots, Louis Joseph Papineau, contributed enormously to the passing of an Act by the Legislature of Lower Canada enabling Jewish-Canadians to be elected members of that Legislature. Patriot and champion of the rights of French-Canadians, Papineau well understood the basic principle: if we want others to respect us we must begin by respecting others. May I say that legislation against discrimination in employment would protect minorities and would be of just as much benefit, if not more, to the majority. The professional associations of Canada, including those of Quebec, have been most particularly devoted to furthering the cause of racial tolerance. For years they have had special committees entrusted with spreading the idea of racial tolerance among their members and the general public. It is largely due to their efforts that the laws I have just mentioned have been passed.

All the things I have just mentioned are but the beginning of the efforts we must make towards the solution of the problem with which we are concerned.

There is a certain environment in which this problem will find a more effective solution. That is in the home, within the family circle, and also at school. That is where prejudice is born. Children are not prejudiced; they acquire prejudice either from their parents or from their friends at school, which means, after all, from the parents of the other children. I ask all of you adults who are listening to me to think this over; because adults are in a better position than any social group to stop the spreading of this evil.

However, if we are not to inculcate prejudice on our young people, it is our duty to analyse and to clearly understand our own attitude towards others. Healthy self-education is therefore of the utmost importance. False ideas of all sorts about other people are so numerous that volumes could be written on the subject without more than touching upon it.

One of our most common and most widespread faults in our attitudes towards others is the fault of generalization. Our point of view with regard to a whole group is based on one particular experience. Should this experience happen to be a bad one, we credit it to all the members of the group without further reflection. If, on the other hand, our first impression is a good one, we also attribute all these good qualities to the whole group with as little reason as in the preceding case. We are too apt to forget that our own group is made up of people whose characteristics, attributes and qualities are extremely varied. One cannot always judge others by oneself.

A few examples will suffice. If we listen to the singing of a celebrated Italian tenor whose voice fascinates us, it would be just as foolish for us to infer that all Italians are great artists, with golden voices, as it would be to conclude, after reading about Al Capone, that they are all thieves.

Or, if you wish, let us take an example with regard to the Jews. They have often been called "The People of the Book". It is true that they have bequeathed to us the Bible, and that down through the centuries they have given us great philosophers, artists and scientists, Albert Einstein being one of our contemporaries.

However, to infer from this that all Jews are intellectuals would be just as false as to call them all receivers of stolen goods, just because a certain individual, mentioned in the head-lines of the law reports in our newspapers as being accused of receiving stolen goods, has a Jewish name.

Take another case. Some people think that the Jews live in cities of their own choice, preferring urban life to rural life. The truth is that circumstances have forced them into this state of life. Under the feudal regime, and for centuries afterwards, they were absolutely forbidden to own or to cultivate land. Nevertheless, both before and after the establishment of the State of Israel in 1948, hundreds of thousands of Jews have been turning to agriculture, often having to contend with

arid and unproductive land. Many visitors have noted with surprise that this deserted land has become fruitful through their tenacity.

Take the case of the Negroes who live among us. Many of us, unfortunately, imagine that they are of an inferior race because their skin is dark and they are of African origin. The evidence, however, disproves this claim. Kept in servitude and ignorance, their emancipation is quite recent and is far from complete. Already, however, they have produced a great many scholars, artists, writers and diplomats in the United States. One of the great American diplomats, Ralph Bunche, now holds the position of first deputy general secretary of the United Nations. The children of yesterday's slaves, they are proving to us that intelligence does not lie in the colour of one's skin.

These examples could be multiplied by the number of different races to be found among us. Our population is made up of the descendants of immigrants or of new arrivals. There is a common bond between them. They have all come to live here in order to escape political and economic oppression and to establish a free country and a safe economic future. The first settlers received the new arrivals with open arms, because they sympathized with them in their misfortune and their difficulties. In helping them they were helping themselves, by reinforcing their ranks and by pushing ever farther back the frontiers of their country. This was the way that Canada grew and became a great nation. But we must continue to grow if we are to achieve our destiny, and in this proud march towards a brilliant future all Canadians, of ancient or of recent stock, must take their place and march side by side in the accomplishment of the part they have to play.

I know full well that the minorities also have their obligations, the first of which is to understand the majority. Jews have lived in this country for many long years. Several generations of Canadian Jews have helped in the development of Canada, and wish to contribute their share to the country's greatness, its happiness and its prosperity, especially in this beautiful province in which we live.

In Quebec the Jews are endeavouring, perhaps more than any other non-Latin minority, to learn the French language and culture. The number of those of us who speak French and who take up advanced studies in the French universities is increasing all the time. The existence of the Jewish Circle of the French language, which takes a special interest in French-Canadian culture, is another example.

If we wish to remain true to the predictions of an illustrious son of the province of Quebec, the late Sir Wilfrid Laurier, who said that the second part of the 20th century would belong to Canada, we must act as a united people, respecting one another's rights and giving every citizen, without exception, the same opportunity to share in the greatness of our country.

Discrimination is Repugnant to the Very Nature of Man

The Hon. Alcide Côté, Postmaster General

The greater the force with which the hammer is struck against the anvil, the greater will be the rebound of the hammer. Such was the concrete example used by my physics professor at college to explain the principle of "action and reaction".

Similarly, we might say that, in the social order, there are also shocks and countershocks, but in this case men, who can do nothing about changing the natural laws of astronomy, physics or chemistry, can, nevertheless, tackle human problems successfully.

It is actually a duty for the human being, whose genius is constantly modifying and modernizing custom, to maintain a social order consistent with his nature and based on justice and charity.

There was a time when nations could live in peaceful isolation, even sometimes ignorant of one another.

There was a time also when individuals in a country could avoid the crowd more easily and confine almost all their work and their leisure time to their homes.

But in our day science, which is progressing all the time, has changed the face of the earth.

Ultra-modern inventions have brought the most distant points of the globe closer together and forced the peoples of the universe to become neighbours in a common international life.

Large towns and cities in all countries have brought together thousands and even millions of men who are rubbing elbows day by day, both in carrying on organized work in common and in participating in standardized spare-time activities.

Consequently, a shrunken world now offers us the spectacle of many and varied nationalities living together in a complex

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compenetration which requires, on the part of all citizens, a better understanding of the social problems created by modern living; it is a big collective and individual neighbourhood, and everywhere now one finds the most diversified religions, nations, civilizations and races.

Now this bringing together of men in a more intensive common life, both on the international and on the national level, could not take place without causing a reaction.

Unfortunately, on many occasions and in too many places, this reaction has taken the form of prejudice, revealing itself in racial and religious discrimination.

The problem is certainly not a new one. However, the ever increasing heterogeneous mixing of nations and men results in a greater frequency of such selfish and arrogant reactions.

As ideas lead to action, prejudice, that distortion of thought, leads, unfortunately, to discrimination based on race, religion, etc., and reflects on human dignity by threatening the social equilibrium.

Let us recall only the recent period when Hitler was imprisoning and killing the Jews wholesale in an attempt to impose upon the world the superiority which he claimed for the Aryan race, and compare this tragic example from our own times with the isolated case of Cain's fratricide at the dawn of humanity, to see which of these two crimes has caused the gerater social confusion.

Even if the German dictator was swallowed up in the collapse of the administrative tower of Babel he erected, direct or indirect persecution in the form of discrimination not only still exists in the world but it constitutes an important social problem.

At the international level, the United Nations Organization is contributing greatly to the movement towards full respect for each other among human groups in every nation.

It also rests, however, with each country to fully protect the human traits of all its citizens and residents.

Science has enabled men to build the modern city, but man can live there at peace with his brothers only by observing the laws of morality.

There are no biological frontiers between men, who are all of the same nature; there are only political frontiers.

In order to enable men to fulfil his purpose, Providence allows him to be born amongst brothers of the same nature, grouped in various superimposed communities.

In fact, once he becomes part of the vast human community, man finds himself inevitably and at the same time part of his family of his social or racial group and of his country.

Always in debt to his Creator and to each of these communities in the order and to the extent of the blessings he derives from them, the human being, whose nature remains the same throughout the world, must be free to worship his God and to show respect for his parents, his race and his country.

The State, which is made for man, must therefore allow him to worship freely and to show his legitimate respect for his family, his racial pride and his love of country.

Besides, the common interests of mankind, command, on the part of individuals, groups of individuals, families, peoples and nations, mutual and reciprocal respect for their own aspirations and their respective rights.

Issuing from one Creator only and having the same nature, men, with their diversity of race and colour and the multiplicity of climates and continents in which they live, retain equally and respectively inviolable rights and imperative duties relating to the Divinity, to human dignity, to family and to country.

All these rights and obligations proceed therefore from man's very nature and not from his particular religion or race. And this basic principle does not change because man travels or lives with human brothers of a different religion or race.

Man is entitled to the esteem of all his fellow men, not so much because he is white, yellow or black, English, French or Belgian, Catholic or Prosestant, etc., but primarily because he is a man.

In the great cradle of humanity, the rights and obligations of some must be balanced by the rights and obligations of others.

No social order can be maintained without the support of laws.

Natural law by itself is not sufficient to meet the increasing needs of society.

Natural law, that is the unwritten law, whose main principle, "Do good and shun evil", can at best reach only a minority of individuals in society, does not allow the mass of the people to solve concrete cases.

To man's conscience must be added the precise rights and obligations of the mass of individuals who make up society.

To natural law, which alone is insufficient to meet the needs of civic society, there must therefore be added the written law, that is man's positive law.

But this written law, essential as it may be, will not by the sole fact of its existence prevent a state of mind, such as prejudice.

Law can prohibit and punish the deed resulting from a state of mind, but it cannot prevent the human being from thinking, even unfairly.

In other words, law can prohibit and punish the act or the discrimination resulting from a prejudice, but it cannot, by itself, prevent a person from having prejudices.

While written law is useful and necessary, it must be supported by the co-operation of the people.

It was in this spirit that the Canadian Parliament passed a Fair Employment Practices Act on the first of July, 1953.

Obviously, the Act cannot force any employer to hire any particular individual, or require any one to work for any employer.

As my colleague, the Hon. Milton Gregg, Minister of Labour, has so well explained: "The purpose of the Act is simply to ensure that, in the field of employment subject to federal jurisdiction, all men and women will be considered for employment on their merits, without regard to their race, colour, religion or national origin."

The laws of nature oblige all human beings to work.

All citizens must work according to their strength and ability, and if nature has established differences in talent, ability, health and strength in men, it has nevertheless conferred upon every human being an inviolable right to work itself.

It is not racial or religious characteristics which give man his right to work; it is the fact that he is a human being.

So, it was a good step when the Canadian Government adopted this legislation as an anti-discrimination law in the matter of employment.

But, I repeat, legislation alone is not sufficient to solve this problem, nor for that matter, the whole problem of social discrimination.

New problems, or those aggravated through modern trends, require attention from the governed, as well as those who govern.

Governments as well as the people, that is to say all members of the same human community, must co-operate towards their common welfare and mutual respect of their dignity through study, explanation and understanding of all social problems.

In conclusion, may I be allowed to recall a fact taken from life which does honour to the Canadian people.

I once had the privilege of watching a baseball game at the stadium of the Montreal Royals.

It was the last game of the "Little World Series", and the opposing teams were the Royals and an American club.

This last game of the series, like all the others, was hotly contested, but finally, after brilliant plays, especially by their second baseman, the Royals won.

More than twenty thousand spectators shouted with joy, even after the players had left the diamond.

The crowd had already invaded the field when the cheers and applause suddenly increased at the sight of the Montreal team's second baseman, whom some of his fans had brought out of the dressing room and carried on their shoulders to show the spectators once again the star of the game and the hero of the day.

I shall never forget that enthusiastic and touching scene, not so much because a delirious crowd was applauding its hero, but because that crowd, 99·9 per cent white, was paying tribute to a coloured player.

That second-base player on the Montreal club was, in fact, none other than Jackie Robinson, now a star in the National League.

It is a happy thought that we, in this country of ours, refuse to have anything to do with discrimination.

Laval University's tenth annual industrial relations conference will be held April 25 and 26 at the Chateau Frontenac, Quebec. The conference will deal with the problems of authority within the concern.

A study will be made of the following subjects: evolution in the structure of authority, evolution in the bargaining of collective agreements, evolution of personnel duties and of the industrial relations service, the role and responsibility of the foreman, the role and responsibility of the shop steward, contacts and disputes, and the future of the foreman and of the shop steward.

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50 Years Ago This Month

Establishment and development of credit unions in Canada in the five years since formation of country's first at Lévis, Que., in 1900 is described in issue's feature article. Immigration record predicted

Co-operative savings and credit societies in Canada "owe their existence to the altruistic purpose and able initiative" of Alphonse Desjardins of Lévis, Que., the LABOUR GAZETTE of March 1905 reported in an article dealing with the establishment and development of co-operative savings societies in the country. Mr. Desjardins was encouraged to begin the co-operative because of the need to develop thrift among his fellow townsmen and of finding some means of providing personal credit for the "financially feeble", the article said.

In 1900, when the "people's bank" was first started in Lévis, the co-operative credit movement was an established institution in Europe. Numbering thousands, they were particularly popular in France, Germany, Italy, Belgium, Austria and Russia.

According to the LABOUR GAZETTE, the credit unions "aim through the encouragement of thrift to create a capital out of the savings of persons of very limited means, which capital may be profitably invested and opportunity therefore afforded such persons of securing advances and loans at reasonable rates, where otherwise loans might be obtainable only at usurious rates, or not obtainable at all".

Beginning with 12 fellow-citizens in 1900, Mr. Desjardins began his credit bank with a number of shares being subscribed at $5 a share. By the end of the year the number of shareholders of *La Caisse Populaire de Lévis* was 100, and the number of shares subscribed, 560. At the end of 1902 the number of shareholders stood at 450 and by January 1905, the list of shareholders included more than 900 names, representing over 5,500 shares.

According to the original constitution, the *Caisse* was formed "to protect its members against reverses of fortune, to aid them by a wise and prudent system of credit, to enable persons devoid of fortune but who are industrious, honest and laborious to form part of the association by granting them facilities for paying up their shares in the capital stock by means of very small weekly instalments, to secure the practice of the Christian and social virtues, to combat usuary by means of co-operation and mutual assistance, to foster the spirit of enterprise and promote local works, to spread amongst its members a practical knowledge of the elementary principles of economic science, to create and foster mutual confidence between shareholders and to obtain that economic independence which inspires and fosters the feelings of personal dignity".

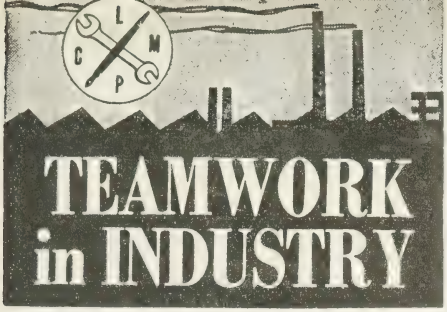
Wage increases for workers in several trades came into effect during February 1905, the same issue of the LABOUR GAZETTE reported. In Calgary, masons and bricklayers had their wages increased from 50 to 55 cents an hour and their hours reduced from nine to eight per day. Conductors and motormen in London, Ont., received a wage increase of one-third of a cent an hour after having demanded a one-cent increase.

Civic employees in Hamilton, Ont., had their annual wages increased as follows: city auditors from $400 to $500, assistant city engineer from $1,000 to $1,200, and pumping station engineers from $2 to $2.25 a day.

Throughout the country as a whole industrial and labour conditions showed little change from preceding months. The building trades were reported to be at "a standstill" but in the rest of the economy employment remained high, conditions in Ontario being described as "buoyant".

Canadian families found their food budgets subject to increasing strain with "exceptionally high prices" prevalent for farm produce, the GAZETTE reported. This was particularly so with regard to eggs and butter. Sugar, on the other hand, after rising in price for several months, dropped as much as ten cents per hundredweight at the beginning of February.

The 1905 immigration season was reported to have opened at "an exceptionally early date", the number of arrivals up to the end of February having been greater than in any previous year. Government officials estimated that immigration in 1905 would exceed that of any previous year, the total probably being about 140,000.



In August 1954, employees of G. T. Lanning, Limited, Belleville, Ont., who are members of Local 428 of the International Molders' and Foundry Workers' Union of North America (AFL-TLC), suggested that an LMPC be formed at the company.

Management accepted the suggestion and, on October 12, 1954, the LMPC began functioning. Today, both management and union workers agree that the committee has done much for the betterment of the business.

Robert G. Lanning, Manager of the company, which produces leather goods and straw hats, recently said: "We operate a business that uses mostly hand crafts. Very little automatic equipment is used. Therefore, quality and our rate of production is up to the individual worker.

"We find ourselves subject to keen competition in our field of enterprise from small shops where only one or two persons are employed. To get more co-operation and ideas into the business, the personnel in our shop suggested that an LMPC be formed.

"The LMPC was established, and it has provided the co-operation necessary to improve production methods, avoid waste, and give the employees the chance to voice suggestions and ideas that have resulted in efficient, economical production."

Mrs. Leo (Doris) Lusciola, chairwoman of the union operating in the plant, expressed the employees' viewpoint as follows:—

"We are proud of the results that have been obtained at the G. T. Lanning, Limited, plant, through co-operation brought about by the formation of the labour-management production committee."

* * *

Keen interest has been shown by employees in the suggestion plan launched last summer at the Chatco Steel Products, Limited, plant at Tilbury, Ont., according to an article appearing in the company's magazine, *Chatco Chatter*.

Company General Manager C. L. Ketchebaw gives full credit for launching of the suggestion plan to members of the firm's labour-management production committee, which, he says, is "doing a good job all around".

The suggestion plan was initiated at the plant to encourage employees to strive for lower-cost production and the improved quality of merchandise necessary to compete favourably in today's high-standard markets.

Open only to plant employees in the beginning, the suggestion plan is now available also to members of the sales staff of the company.

As a result of the suggestion plan, some Chatco plant employees are walking around with extra money in their pockets, received for ideas that have improved the status of the company generally. Several worthwhile suggestions are before the committee and other awards will be forthcoming in the near future, it is reported.

Those who have to date been rewarded for their ideas are: John Maure, Cornelius Vander Pryt, Frederick Faubert, George Hibblewaite, F. DeJong and Raymond Jackson, all from the Aircraft Division; and Len Selwood and Arthur Lefaive of the Inspection Department.

Chatco Steel Products employees are members of Local 192, of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL).

* * *

Through the joint efforts of two LMPCs, employees of an Ottawa wire cloth manufacturer were given an opportunity to see in action one of the products on which they work.

With the LMPC at the E. B. Eddy Company, Limited, paper-making mill at Hull, Que., acting as hosts, employees from Capital Wire Cloth and Manufacturing Company, Limited, Ottawa, toured the mill to see how paper is made. The Fourdrinier wire screens on the paper-making machines are made by the Ottawa firm.

The visitors later told the Labour-Management Co-operation Service that they had found the tour instructive and that they had obtained a better understanding of the important part their product plays in the production of paper.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during January. The Board issued two certificates designating bargaining agents, ordered two representation votes of employees and rejected one application for certification of bargaining agent. During the month, the Board received two applications for certification.

Applications for Certification Granted

1. CAN Chapter, Flight Engineers' International Association, on behalf of a unit of flight engineers employed by Trans-Canada Air Lines, Montreal (L.G., Jan., p. 60).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of the Canadian Pacific Railway Company employed in its Bureau of Safety, Loss and Damage Prevention, Windsor Street Station, Montreal (L.G., Feb., p. 170).

Representation Votes Ordered

1. Canadian Merchant Service Guild Inc., applicant, Canada Steamship Lines Limited, Montreal, respondent, Canadian Navigators' and Engineers' Federation, intervener (deck officers) (L.G., Jan., p. 60). The names of the applicant and intervener will both appear on the ballot.

2. Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, applicant, Dominion Catering Company Limited, Yellowknife, N.W.T., respondent, Giant Yellowknife Gold Mines Limited, intervener (L.G., Feb., p. 170).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, and Niagara District Broadcasting Company, Limited (Radio Station CKTB), St. Catharines, Ont., respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Feb., p. 170).

Applications for Certification Received

1. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors employed by the Midland Railway Company of Manitoba, Winnipeg, Man. (Investigating Officer: R. H. Hooper).

2. National Association of Brotherhood Employees and Technicians, on behalf of a unit of employees of Western Ontario Broadcasting Co. Ltd. employed at its stations CKLW and CKLW-TV, Windsor, Ont. (Investigating Officer: R. L. O'Neill).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January the Minister appointed conciliation officers to deal with the following disputes:—

1. CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. O'Neill).

2. National Harbours Board, Saint John, N.B., and National Harbours Board Employees Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove).

3. Coastal Towing Company, Vancouver, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. Canadian Marconi Company Limited, Montreal, and Commercial Telegraphers' Union, Canadian Marine Radio Division No. 59 (Conciliation Officer: R. Trépanier).

5. Robin Hood Flour Mills Limited, Saskatoon, and Local 342, United Packinghouse Workers of America (Conciliation Officer: R. H. Hooper).

6. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson).

Settlements Reported by Conciliation Officers

1. Sherbrooke Telegram, Printing and Publishing Company Limited (Radio Station CKTS), Sherbrooke, and Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec. 1954, p. 1724).

2. La Tribune Ltée. (Radio Station CHLT), Sherbrooke, and the Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec. 1954, p. 1725).

3. Robin Hood Flour Mills Limited, Saskatoon, and Local 342, United Packinghouse Workers of America (Conciliation Officer: R. H. Hooper) (*see* above).

4. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson) (*see* above).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the adminintration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation Board Appointed

Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 61).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in November to deal with matters in dispute between Prince Edward Hotel, Brandon (Canadian National Railways), and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61) was fully constituted in January with the appointment of Thomas W. Laidlaw, QC, Winnipeg, as Chairman. Mr. Laidlaw was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Bessborough Hotel, Saskatoon (Canadian National Railways), and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61) was fully constituted in January with the appointment of His Honour Judge G. W. McPhee, Moose Jaw, as Chairman. Judge McPhee was appointed by the Minister in the absence of a joint recommendation from the other two members, E. M. Hall, QC, Saskatoon, and T. McGregor, Winnipeg, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in November to deal with matters in dispute between Fort Garry Hotel, Winnipeg (Canadian National Railways), and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61) was fully constituted in January with the appointment of Thomas W. Laidlaw, QC, Winnipeg, as Chairman. Mr. Laidlaw was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in November to deal with matters in dispute between Jasper Park Lodge, Jasper, Alta. (Canadian National Railways), and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61) was fully constituted in January with the appointment of A. Dubensky, Edmonton, as Chairman. Mr. Dubensky was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, Edmonton, and J. Macpherson, Calgary, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in January to deal with matters in dispute between the Vancouver Barge Transportation Limited and the Seafarers' International Union of North America, Canadian District (*see* above) was fully constituted in January with the appointment of Robert Hewitt, Vancouver, as Chairman. Mr. Hewitt was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Watt, Vancouver, and Hugh Smith, North Burnaby, B.C., who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Report Received

During January the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L.G., Nov. 1954, p. 1573). The text of the reports is reproduced below.

Union Contracts Cover 1 in Every 6 Office Workers in Major U.S. Cities

A survey by the United States Department of Labor has showed that one in every six office workers in major U.S. cities is covered by a union contract. Eight of every ten plant workers are covered, the same survey showed.

Two-thirds of the contracts covering office workers were with unions that also represented plant workers in the same establishments.

Coverage in the public utilities field generally exceeded that in manufacturing everywhere in the country, both as to plant and office workers.

Report of Board in Dispute Between

Canadian Broadcasting Corporation
and
National Association of Broadcast Employees and Technicians

This is the report of a Board of Conciliation which you appointed to deal with certain issues which have arisen between the Canadian Broadcasting Corporation and a group of its employees, some 700 technicians, represented by the National Association of Broadcast Employees and Technicians (CIO-CCL). In the course of the negotiation of their second collective agreement, these parties have been unable to agree on the following points:—

(1) Wage rates and classifications;
(2) Computation of overtime;
(3) General wage provisions relating to classifications;
(4) Duties of employees (multiple functions).

Your Board has spent four days, October 19 and 20 and November 9 and 10, with the parties in Ottawa hearing their submissions and arguments and exploring the possibilities of resolving their differences. The parties were represented at these hearings as follows:

The Union

Mr. E. G. Ward, Canadian Vice-President.
Mr. David Tasker, Executive Board Member.
Mr. T. J. O'Sullivan, International Representative.
Mr. Marcel Deschamps, Montreal Chapter Vice-Chairman.
Mr. Eugene Lajoie, Ottawa Chapter Chairman.
Mr. Emil Zvarich, Toronto Chapter Secretary-Treasurer.
Mr. E. B. Jolliffe, QC, Canadian General Counsel.

The Corporation

Mr. Marcel Carter, Director of Personnel and Administrative Services.
Mr. J. A. Lapointe, Industrial Relations Officer.
Mr. Clive B. McKee, Assistant Industrial Relations Officer.
Mr. Kenneth M. Kelly, Planning and Development Officer.
Mr. William A. Duffield, Assistant Operations Engineer.
Mr. Donald C. West, Assistant to Co-ordinator of Television.
Mr. John W. Brooke, Counsel.

During January, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the National Association of Broadcast Employees and Technicians and the Canadian Broadcasting Corporation.

The Board was under the chairmanship of Prof. C. H. Curtis, Kingston, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, H. Brooke Bell, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., nominees of the Corporation and the union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Bell. The minority report was submitted by Mr. Stewart.

The texts of the majority and minority reports are reproduced below.

The Board also met in executive session in Toronto on November 16.

On December 3, as the Board was completing its report, the Chairman received from the Corporation three copies of its Annual Report for the year ended March 31, 1954, under a covering letter dated November 30. The Corporation had previously stated that this Report was not available because it had not been tabled in Parliament. However, the Corporation explained, the Minister had decided to release the Report before Parliament reconvened and it would be made public on December 7. The Corporation stated that it was sending the Board advance copies because of the reference to the Report in its brief and because the Report might give the Board additional information on the finances of the Corporation.

After consultation the Board decided that, since the hearings were completed, it could not accept a document from the Corporation which might contain new evidence. That seemed to the Board a sound position for it to take in spite of the fact that the Report was scheduled for publication within a few days. Accordingly the chairman returned the copies of the Report to the Corporation.

Following the publication of the Corporation's Annual Report and the appearance

of extracts from it and comments on it in the press on December 8, the Board discussed again its relevancy to these conciliation proceedings. The Board concluded that it had the Report before it and it had comments on the Report before it whether it wished them or not because of the conspicuous publicity which the press gave the matter. Under the circumstances it seemed to the Board that in all fairness it had to give the parties an opportunity to make submissions regarding the Report, if either of them found such necessary to protect its interest in these proceedings. The Board informed the parties of this decision without delay. Subsequently the union made a submission to which the Corporation replied. The Board met on January 18 and considered these submissions. The findings of the Board are set out below.

On December 30 the Board received a document from the union entitled "Memorandum *re:* Supervising Operators". This memorandum presumably contained new evidence on the position of supervising operators. The Board found it inadmissible.

The Board must first of all compliment the parties on their very thorough preparation for the hearings. The briefs which they presented show clearly both the meticulous and careful work of counsel and the active interest and participation of the representatives of each side. The Board was impressed by the sincerity of the parties, by their frankness and by their impersonal and business-like approach to the matters in dispute. The Board was interested to note, too, that all those who appeared at the hearings were well versed in the intricacies of the questions under consideration and that the officers of the union and its committee members have a grasp of administrative problems which one expects to find only among the representatives of management.

The Board finds that the first of the four issues listed above is the most important one. The union's demands in that connection and the Corporation's position with respect to them can be discussed more effectively with the existing salary schedules in mind. Accordingly, it seems desirable to set out here, first of all, the system of salaries now in effect.

The Corporation explained to the Board that job and wage analysis programs, the last of which was completed in 1951, have resulted in the classification of the jobs held by its employees who are represented by this union into the salary groups described below. The annual salaries shown are those set out in Article 32.1 of the agreement between the parties, effective August 2, 1953, and are therefore those now in effect.

Group I(a)

Trainee (jobs to be set up outside the establishment required to operate a point); summer relief operator:

Hiring rate	6 Months	1 Year	18 Months	2 Years
$2,300	$2,400	$2,500	$2,600	$2,700

Group I(b)

Television assistant (handy man, dolly pusher, mobile unit driver), studio attendant, assistant to the mechanical rigger:

Starting rate	6 Months	1 Year	18 Months	2 Years
$2,300	$2,400	$2,500	$2,600	$2,700
	3 Years	4 Years		
	$2,900	$3,100		

Group II(a)

Wireman

Starting rate	6 Months	1 Year	18 Months	2 Years
$2,908	$3,012	$3,116	$3,220	$3,324
	3 Years	4 Years		
	$3,532	$3,740		

Group II(b)

Operator (general), operator (sound effect), operator (transmitter), TV technician, TV lighting technician, machinist, mechanical rigger, technician (T&D), technician (plant):

Starting rate	6 Months	1 Year	18 Months	2 Years
$2,908	$3,012	$3,116	$3,220	$3,324
	3 Years	4 Years	5 Years	6 Years
	$3,532	$3,740	$3,948	$4,160

Group II(c)

Assistant foreman (plant), announcer operator:

Starting rate	6 Months	1 Year	18 Months	2 Years
$3,324	$3,428	$3,532	$3,636	$3,740
	3 Years	4 Years		
	$3,948	$4,160		

Group III

Senior operator, senior TV technician, senior TV lighting technician, senior machinist, senior technician (T&D), instructor, supervising operator:

Starting rate	1 Year	2 Years	3 Years
$4,029	$4,357	$4,686	$5,013

It will be noted that this salary schedule provides for the automatic progression of employees along the scale in each salary group as their length of service with the Corporation increases. Thus a man starting in Group I(b) at $2,300 would receive $2,400 after six months, $2,500 after one year and so on until he reaches the top of the group in four years and receives $2,700.

Employees move from certain of these salary groups to others on promotion along certain definite lines. A trainee might be promoted from Group I(a) to II(b) and later to Group III. A wireman in Group II(a) might be promoted into Group II(c) and from that group into a position in the management group.

It is the Board's understanding that promotions into Group III are made at the Corporation's discretion strictly on merit; that other promotions are at the Corporation's discretion too, subject to seniority rules, but that in practice these latter promotions from one group to another are often as automatic as progressions within a group; and that a man may be promoted from one group to another before he reaches the top rate in his group.

Employers usually regard the so-called "fringe benefits" as an integral part of the wage payments made to employees. In the employer's view these benefits give rise to costs which are properly attributable to the securing and the retaining of satisfactory personnel. Unions, on the other hand, frequently pass over fringe benefits very casually, contending that they add nothing directly and regularly to the size of an employee's pay cheque. It is sometimes argued that the employer gets full value for his outlay on these benefits in the stability and sense of security which they produce among his working force. However that may be, in this case "fringe benefits" are not directly in issue between the parties. The Corporation in its brief lists the following as benefits and working conditions:

(a) Three weeks' holidays annually.
(b) Three weeks' cumulative sick leave annually.
(c) Retiring leave in the form of cash payment up to six months' salary.
(d) All statutory holidays, plus all provincial and municipal holidays (14 in Province of Quebec and 18 in Newfoundland).
(e) Special leave with pay one day per month cumulative to thirty days.
(f) Pension plan, includes dependents insurance up to $5,400 payable in sixty monthly instalments, company contributes equally.
(g) Group Life Insurance contributory, present coverage up to $15,000, disability clause for total disability to pay out face value of policy over five years. Paid-up Life Insurance up to $3,000 when employee retires on pension.
(h) Medical and Blue Cross, voluntary, paid by employee. CBC absorbs administration cost.
(i) Overtime.
(j) Night differential 10 per cent.
(k) Forty hours pay per week.

The Corporation states that the cost to it of items (a), (b), (d) and (f) is 21·4 per cent of employees' salaries.

The union explained to the Board how its National Contract Committee, all voting members of which were CBC employees, canvassed its entire membership to determine what proposals it should make to the Corporation regarding the revision of the collective agreement. The union submits that the claims it advances are, therefore, those of its members and not the inventions of its representatives or business agents.

The changes which the union proposes in the classification and salary scale of its members are tabulated in its brief as follows:

Group I(a)

The union proposes that this group be redesignated as being exclusively a trainee group with the following increases in rates:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	44.23	53.77
6 months	46.16	60.00
1 year	48.08	63.46

Group I(b)

To be called Group I and summer relief operators added with the following changes in rates:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	44.23	53.77
6 months	46.16	60.00
1 year	48.08	63.46
18 months	50.00	66.92
2 years	51.92	73.85
3 years	55.77	80·76
4 years	59.62	80.76

Group II(a)

The union proposed that this be integrated with the present II(b) to form a new Group II:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	55.92	69.23
6 months	57.92	73.85
1 year	59.92	78.46
18 months	61.92	83.77
2 years	63.92	87.69
3 years	67.92	96.92
4 years	71.92	106.15

Group II(b)

The union proposes that this group be integrated with the present Group II(a) to form a new Group II.

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	55.92	69.23
6 months	57.92	73.85
1 year	59.92	78.46
18 months	61.92	83.77
2 years	63.92	87.69
3 years	67.92	96.92
4 years	71.92	106.15
5 years	75.92	106.15
6 years	80.00	106.15

Group II(c)

The union proposes that this group be redesignated as Group III and that it include all of the job titles in Group II. Promotion into this group would be by annual review of qualifications of those in Group II but promotion would become automatic after three years' review:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	63.92	87.69
6 months	65.92	92.31
1 year	67.92	96.92
18 months	69.92	101.54
2 years	71.92	106.15
3 years	75.92	115.38
4 years	80.00	124.92

Group III

The union proposes that this be redesignated as Group IV and that supervising operators and instructors be taken out of this group. Promotion into this group would be, as at present, on a merit basis only at the discretion of management:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	77.48	103.86
1 year	83.79	115.38
2 years	90.12	126.92
3 years	96.40	138.46

Group V

A new group proposed by the union to include only supervising operators and instructors:

	Present Weekly Rate	Proposed Weekly Rate
Starting rate	77.48	
1 year	83.79	Flat rate:
2 years	90.12	$161.54
3 years	96.40	

The union explained to the Board that it would add a new classification, senior studio attendant, to its new Group II, but that that job title would not be included in its new Group III. The union contends that there is a studio attendant in Montreal who has been given supervisory duties and higher pay. It asks that this change be fully recognized by setting up an appropriate classification, senior studio attendant.

It will be noted that the schedule which the union proposes lists higher rates than those presently in effect. It also provides shorter periods of progression in some of the groups. But it contains more groups than the present schedule. Thus it proposes that a man who enters the Corporation's employ as a trainee should have a rate of pay higher than that presently in effect, that he should proceed in shorter progression and at higher rates than are presently in effect to the top of the new Group II, at which point he could look forward to longer periods of progression, through semi-automatic promotion and promotion on merit, than he has according to the present salary schedule. Thus the old schedule enables an operator to pass from Group II(b) to Group III by promotion on merit, and to receive, through a series of annual increments, the top rate of $96.40 a week. The proposed schedule enables an operator to pass from the proposed Group II, after not more than three years at its top rate of $106.15 a week, to the proposed Group III with a top rate of $124.92 a week and from that Group, by promotion on merit, to Group IV with a top rate of $138.46. Presumably some operators would in time be made supervising operators with a rate of $161.54. One might therefore say that the union proposes to raise the level and extend the horizon of the present salary schedule.

The union argues, in the first place, that "the education, experience and skill of CBC technicians and their heavy responsibility for the quality of CBC broadcasting justify a wage scale substantially higher than wage scales in effect for other highly skilled occupations". The union submits that the collective agreement of 1953 was in fact a compromise which went only part way in meeting its demands for the very substantial increases in pay which were then necessary to secure and retain efficient and qualified personnel. It states that it accepted the 1953 settlement, which gave wage increases averaging 12·4 per cent over-all, as a first agreement because it was more anxious, initially, to establish a satisfactory relationship with management than to get the full increments in salaries which it considered appropriate.

The Corporation replies to these arguments that its present salary schedules and the benefits that go with them are appropriate compensation for the qualified, skilled and experienced technicians in its employ. It points out that it is its stated policy to pay wages that will "attract in reasonable competition with outside institutions competent people whom we could expect would make a career of the Canadian Broadcasting Corporation". It submits the records of its hiring and severance experience between August 1, 1953, and January 31, 1954, as evidence of its ability to hire and retain the personnel it requires. In reply the union cites cases of individuals whom it claims left the Corporation's employ because they could get higher salaries elsewhere.

The Corporation takes the view that the agreement it signed with the union cannot be termed a compromise, but a negotiated settlement. It contends that between

April 1, 1953, and July 1954, a period of sixteen months, employees in the unit received, on the average, increases in salary of 22 per cent as follows:—

April 1, 1953, 4 per cent merit increase.

April 1, 1953, 13 per cent average increase.

April 1, 1953, to July 1954, anniversary date adjustment 5 per cent.

The Corporation submits that the average salary of employees who were in the bargaining unit at the time the agreement was signed has increased from $3,192 in March 1953 to $3,924 in August 1954. These increases, in the Corporation's view, show clearly that the 1953 settlement brought its employees substantial increases in pay.

The union contends that the increases in salaries which it proposes can be justified by what it describes as the failure of the most important representative figure in the salary schedule, the top rate of Group II(b), to keep pace with the increase in the cost of living. The union points out that the low rate for operators in Group II(b) has risen from $1,440 on April 1, 1945, to $2,908 in 1953, an increase of 101·9 per cent. But the high rate has risen from $2,700 to $4.160, an increase of only 54 per cent. During the same period the cost of living has risen 56 per cent. Thus the top rate of Group II(b)—and the same rate stands at the top of Group II(c)—has failed to keep up with the cost of living.

The union points out that the top rate of Group II(b) and Group II(c) will eventually be the permanent and effective rate of the employees in those groups—about three-quarters of the people in the bargaining unit. Therefore, the union regards the failure of this rate to keep pace with the cost of living as proof of the inadequacy of the present salary schedule.

The union argues further that the increase in the Corporation's wage rates is inadequate in view of what has happened to wage rates in the manufacturing industry. There, the union contends, average weekly earnings rose from $30.74 in 1945 to $56.78 in 1954, an increase of 84·7 per cent. At the same time—and what was more significant in the union's view—average hourly earnings rose from 69·4 cents to $1·423 or 105 per cent. So the union points to an increase of 56 per cent in the cost of living during a period in which average hourly earnings in manufacturing increased 105 per cent while the top rate in Group II(b) and II(c) of the CBC's salary schedule rose 54 per cent. It points out further that if this top rate had increased as hourly earnings in manufacturing have increased it would be not $4,160 but $5,548.50 per annum, approximately the figure the union proposes.

The Corporation is very critical of the union's explanation of the relation of its rates to the cost of living. It contends that the base which the union selects for its comparison is not appropriate. April 1, 1954, is not the date of the establishment of salary scales. Scales for technical personnel were drawn up in 1940 and between that date and April 1, 1945, the top rates were raised substantially more than the cost of living. Thus, in the Corporation's view, the top rates in effect in April 1945 are too high to serve as an appropriate base. The Corporation points out that if March 31, 1945, were selected as the base date instead of April 1, the increase in the top of the scale becomes 57·5 per cent instead of 54 per cent.

The Corporation contends that the relation of the top rate for operators to the cost of living is clearly shown by the fact that this rate rose from $1,980 in 1940 to $4,160 in 1954, an increase of 110 per cent, while the cost-of-living index rose from 105·6 to 185·5, an increase of 75·2 per cent. It contends that a more accurate comparison of the whole structure of the rates of operators with the cost of living is one which compares the index of the median rates for operators with the Consumer Price Index, both calculated with 1949 as the base period. The Corporation submits graphs showing the trend of the Consumer Price Index and the trend of the Operator's Median Salary Index. It contends that the latter index "has progressed at a steady rate relative to the Consumer Price Index and now lies some twenty points above it".

The Corporation suggests that it is significant that in 1945 the rate of $2,700, which is quoted as the top rate for operators, was the highest level to which an operator could progress on merit. He might mark time at two levels below this one if he did not merit promotion. Under the present schedule an operator's top rate is quoted as $4,160, but, in the Corporation's view, $5,013 is the rate comparable to $2,700, for an operator may progress on merit today to $5,013 as he progressed on merit in 1945 to $2,700.

The Corporation protests, too, that the union's comparison of increases in its rates with increases in earnings in the manufacturing industry and with increases in the cost-of-living index is a comparison of incomparables. It would compare earnings with earnings. It submits calculations

which show that between April 1, 1945, and June 1, 1954, the *earnings* of operators being paid the low rate on their scale rose from 61·5 cents to $1.65 an hour, or 168 per cent. The *earnings* of those being paid the high rate rose from $1.15 to $2.36 an hour, or 105 per cent. These changes, the Corporation contends, compare very favourably with the changes which the union describes in the earnings of employees in the manufacturing industry.

The Corporation then proceeds to show that *all* operators earned on the average 96·5 cents an hour, April 1, 1945, and $2 an hour June 1, 1954. Their average earnings increased 107 per cent during that period. But if January 1, 1945, is taken instead of April 1, the increase is from 92 cents to $2 an hour, or 117 per cent.

No good purpose would be served by setting out here the details of the discussions of the points which these submissions raised. Each party defended its own approach to this problem vigorously and criticized the other's approach with equal vigour.

The union sees in the relation of the earnings of technicians at the CBC to the earnings of workers in manufacturing further support for its claim that the CBC's rates should be increased. It states that at June 1, 1954, the average weekly wages in the manufacturing industry were $56.78 and that the monthly average was then $244 compared with a recent NABET average of $280 per month. It states further that the branch of manufacturing classified as Electrical Apparatus and Supplies the average was $257 per month and in the heavy electrical machinery and equipment branch $287.

The union contends that technicians in the CBC are not really comparable to average workers in manufacturing and so the average of $244 in manufacturing as a whole and $257 in the electrical apparatus and supply branch are not significant. Both these latter figures are affected by the wages of unskilled workers, the wages of women and girls and the former by the wages in depressed industries. They include the wages of people in small towns and the wages of people in large cities. In the latter wages are higher and it is in the latter that CBC technicians work.

The union regards the average wage of $287 a month in the heavy electrical machinery industry as most important. It contends that "although this average includes unskilled labour it is well above the present average for skilled men at the CBC, a significant fact".

The Corporation's reply to this argument is that the union is not using comparable data for comparable times. The Corporation states that CBC technicians' average monthly earnings for the period under consideration, June 1, 1954, is $290 not $280. But, the Corporation adds, these earnings do not include overtime, holiday pay, night differentials, etc., while the figures quoted for the manufacturing industry do. The Corporation states that "by dividing the gross earnings for the month of May 1954, by the number of employees in the union at that time, including trainees, studio attendants, handymen, drivers and other classifications" one gets average monthly earnings of $337. This figure, in the Corporation's opinion, is comparable with the average earnings in the manufacturing industry which the union quotes. However, the union protests that overtime earnings in May were unusually large and that the Corporation's figure of $337 is therefore larger than the usual amount of average monthly earnings.

The union points to the history of the earnings of the non-operating employees of the Canadian National Railways in further support of its claim for higher rates. It states that the earnings of these employees rose from 75 cents an hour in 1945 to $1.46 in 1953, an increase of 94·6 per cent. It concludes that CBC employees have had no such percentage increase. It regards the trend of the rates in that crown corporation as a good example for this one to follow. It regards the trend, too, as an illustration of what may be accomplished by vigorous collective action.

The Corporation replies to this argument as it did to the argument regarding changes in the earnings of employees in the manufacturing industries. It contends that if one set the average earnings of all CBC operators on April 1, 1945, of 96·5 cents per hour, and earnings on June 1, 1954, of $2 an hour, beside the earnings of railway employees which the union cites, it is evident that CBC earnings have increased more.

The union claims that it is almost impossible to find other technicians whose work is analagous to that of radio and television technicians. It submits, however, that certain maintenance workers in the airlines do somewhat similar work, although aircraft radio equipment is much less complex and sensitive than CBC radio and television equipment. It states that aircraft mechanics employed by 10 small companies and TCA and CPA receive salaries ranging from $400 to $433.30 a month. Air engineers, who in the union's

views correspond to senior operators or supervising operators at CBC, receive from $250 to $520 a month. The union describes these rates as far above the CBC scale. It states further that there are radio technicians employed by the airlines whose work involves radio maintenance and testing but whose rates are not available to it.

The Corporation contends that the jobs with the airlines companies which the union mentions are not comparable to the jobs of its technicians. It maintains that the airlines have a job classification, radio operator, which is comparable to its classification transmitter operator. It submits that the TCA pays its radio operators $219.26 to $328 a month whereas the CBC's range is $242 to $346 a month. The Corporation adds that its range provides an automatic progression over five years while progression along the TCA's range is contingent upon certain rigid conditions being met.

The parties discussed at some length the question of the comparability of jobs elsewhere with the jobs of technicians employed by the Corporation. They considered not only the jobs with the airlines just mentioned, but also jobs with the line companies, jobs in the electronics industry, and jobs with private radio stations both in Canada and in the United States.

In general the union takes the view that the work of technicians in the CBC is unique. There are no other jobs in Canada that are exactly like theirs. The union contends that technicians in private radio stations in Canada who hold jobs with the same designations as those of technicians in the CBC are not working with as complicated equipment, do not assume the same responsibilities, and are not called upon to maintain the same technical standards as CBC technicians. Their jobs are not the same as those of CBC technicians. In the union's opinion the CBC calls upon its technicians to play a part in the activities of a radio network which is the only one of its kind in Canada.

The union recognizes that private radio stations do not pay as high rates as the CBC, with some exceptions, notably one which it claims pays the CBC rates plus 5 per cent. But it maintains "while private stations may be willing to get along with boys in love with radio at nominal rates of pay, and without family responsibilities, the CBC cannot afford to do so".

The union contends that the situation is different in private television stations. There, it claims, rates are higher than those paid by the CBC. It cites the cases of seven former CBC employees who, it asserts, left the Corporation to take better jobs with private stations. It quotes the rates which it contends two of these men receive and it shows the range of rates which it contends is in effect for the jobs which the others hold.

The union points to the Corporation's records of hirings in further support of its view that rates are low. Fifty-eight of the 182 men hired into Group II(b), since the present Agreement was signed, were hired above the starting rate. All of the six new men hired into Group II(c) were hired above the starting rate. In these facts the union sees proof that the starting rate is too low.

The union does regard jobs in the United States' networks as comparable to CBC jobs. It contends that the CBC has a close relationship with these networks. It argues that the CBC's technicians and those employed by networks in the United States use the same equipment and facilities and possess the same qualifications, technical skill and competence. Yet, it points out, CBC rates are very much lower than rates in the NBC, ABC and CBS. It does not propose that there should be parity in rates, but rather that the "fantastically wide gap" should be narrowed. It contends that the wage rates of the United States' networks are almost double those of the CBC. But, it submits, in contrast to the radio and television industry, rates in the United States' coal mining industry are 48·9 per cent higher than in Canada, in manufacturing 28·3 per cent, in the electrical apparatus and supplies industry 21·9 per cent, and in the pulp and paper industry only 10·4 per cent higher. It presumes that there is little difference in the rates of the iron and steel industries of the two countries. Its proposal of $106.15 a month as the top rate for Group II(b), "would still leave the Corporation's rates 45·4 per cent short of the NBC-ABC rate and 53 per cent below the CBS rates". Moreover these latter rates have been in effect in the United States since the autumn of 1952. Finally, the union concludes, there is nothing—television towers, line, motor trucks, master control boards—which the Corporation can buy at half the price prevailing in the United States except skilled labour. That, in the union's view, clearly reveals the inadequacy of the Corporation's rates.

The union points to what it regards as a disparity in the Corporation's own rate structure. It points out that announcers are divided into four pay groups with minimum hiring rates of $283.33 to $444.83 a month. But the announcer-operators,

whom this union represents, receive $277 a month as a hiring rate in spite of the fact that they have a dual function. Then at the top of the announcer's scale the union sees rates ranging from $370.41 a month to $570.08, compared with top rates of $346.67 and $417.75 in Groups II(b), II(c), and III of the NABET bargaining unit.

"The Union submits that comparison of wage rates of CBC technical employees with wage rates of other CBC employees, in so far as comparisons may be made, indicate the inadequacy of the existing scales for employees in the NABET unit."

The Corporation takes the position that in certain large national operations there are jobs which, although not exactly comparable to the CBC's jobs, nevertheless "bear a relationship that would qualify them as falling within the same labour grades". In this connection the Corporation shows the monthly rates of nine classifications reported by seven companies. Not one of these companies, however, has all the classifications. For example, four companies employ wiremen at the rates shown below:

Company A	
April 1953	$244-264 a month
July 1954	$244-264 a month
Company B	
April 1953	$197-271 a month
July 1954	$206-283 a month
Company J	
April 1953	$241-288 a month
July 1954	$248-295 a month
Company L	
April 1953	$237-296 a month
July 1954	$246-308 a month

A wireman's rate on the CBC schedule was $222-287 a month on March 31, 1953, and has been $242-311 a month since April 1, 1953. The increment in the Corporation's rates is larger than in any of the companies listed.

Two of the companies employ TV maintenance operators at the following rates:

Company B	
April 1953	$245-430 a month
July 1954	$256-449 a month
Company L	
April 1953	$250-415 a month
July 1954	$260-432 a month

The CBC's rate was $191-328 a month on March 31, 1953, and has been $242-347 a month since April 1, 1953.

The Corporation states that "fringe benefits" in the industries whose wage rates it reports in this connection are 9·2 per cent of the employees' salaries so that salaries plus "fringe benefits" average $284 to $351 a month. The CBC's "fringe benefits" are 21·4 per cent of salaries so the average salary of CBC employees plus benefits is $294 to $421 a month.

It should be noted that the union takes exception to two aspects of this argument. It protests that the data used is obtained not from official sources but through two private agencies the accuracy of whose surveys it is disposed to doubt. In the second place, it objects to the comparison of rates to which the value of "fringe benefits" is added. In its view this does not give an accurate indication of the relative level of the rates compared.

The Corporation maintains, contrary to the union's view, that its operations are in fact comparable to those of private radio stations. It states that its stations compete with private stations for listener attention in certain areas. It lists five stations in Toronto and seven in Montreal, showing their power and their commercial rates to substantiate this contention. It insists that private stations in Toronto and Montreal must, in this competitive situation, maintain the quality of their broadcasting or they will lose customers. It points to certain jobs to illustrate its statement that the work with the private stations is essentially the same as its own work. It insists that network broadcasting is not a unique function of the CBC, but one which is to be found in the privately operated section of the industry too. It concludes that in private radio stations "technical personnel concerned would have a responsibility no less important and in every way equivalent to similar technical personnel in the CBC". Therefore it concludes that it is already paying higher wage rates than the private stations for work that is the same as theirs.

The Corporation submits that the wage rates paid by private television stations are not, on the average, higher than its rates, as the union states. It shows rates for certain classifications of technicians which it obtained from five privately-owned Canadian television stations. It shows, for example, that technicians whom it classifies in Group II(b) and pays $56.80 a week receive the following rates in these private stations: $55-75; $60; $58-60; $60-75; $65-75; $80; $65-70. It points out that none of these stations provides "fringe benefits" or working conditions comparable to those in the CBC.

The Corporation submits further that it is unrealistic to compare its wage rates with those paid by the networks in the United States. It contends that the income of United States' networks is much greater

than its own income. It states that the Class A advertising rate for a single television station in New York is $5,700 an hour while the combined total rate of all Canadian television stations presently operating or under construction, is $6,100 for one hour. The Corporation states further that it is in competition with Canadian employers to recruit staff not in competition with networks in the United States. In its view it should pay rates accordingly.

The Corporation submits that there is no close relation between the CBC and networks in the United States such as the union suggests. There is no executive or administrative link as there is in some other industries. The CBC fed 68 network programs to the United States, none of them commercially sponsored, and, in the same year ending March 31, 1954, it received 4,620 programs that were commercially sponsored.

The Corporation gave evidence regarding the cost of implementing the union's proposed rates. It submits that the new schedule of rates would add $734,495 to its costs in the fiscal year 1954-55. In addition it would cost $239,160 to meet anniversary increments according to the new schedule as compared with $106,107 at the present rates. The Corporation is not disposed to assume such additional costs in the face of the present prospects of revenues. In its Sound Service it reports that income from the excise tax on radio receiving sets is not up to its expectations. Gross commercial billings are declining as the popularity of television increases. Therefore the Sound Service will show a substantial operating deficit this year and probably next year. The Television Service's financial situation is difficult to predict. It appears to the Corporation that it faces the prospect of operating deficits for television.

The union thinks the Corporation is not correct in taking such a pessimistic view of the financial situation. The union suggests that operating expenses would not be so high if the cost of certain capital undertakings were not included in them. It predicts, too, that the revenues of television promise to be better than the Corporation suggests.

The union's new schedule of salaries involves certain regrouping of positions as well as a revision of rates. A comparison of the present schedule and the proposed one reveals that the union would separate trainees and summer relief operators, moving the latter into a salary group with a longer progression than its present one. It would include Wiremen II(a) with Operators II(b) in the new Group II. It would create a new position Senior Studio Attendant in Group II. It would move assistant foremen and announcer-operators to a new Group III above the main level of rates for operators in the new Group II. It would separate the present Group III, taking out supervisory personnel and making a new Group V for them and putting the rest in a new Group IV.

The union defends these proposals generally on the grounds that the nature of the jobs concerned justify the changes proposed. In particular it maintains that there is a new position, Senior Studio Attendant, which should be formally recognized. It maintains that supervisory personnel in the present Group III have duties and responsibilities which differentiate them from others in that group and which call for a higher rate of pay. The union contends that the Corporation's failure to make this separation and to provide higher rates for these supervisors makes employees reluctant to accept supervisory jobs in Group III. Why, it asks, should an employee who is a senior operator at $5,013 agree to perform the duties and assume the responsibilities of a Supervising Operator when that position carries with it no more pay than he is presently receiving?

In general, the Corporation's position in reply to the union's proposal regarding the re-grouping of jobs is that the schedule as it stands with its classification of jobs and its salary groups is a pretty sound institution. The Corporation outlined the history of the development of this schedule, explaining how it made changes from time to time as circumstances seemed to it to warrant them. It points particularly to the complete job and wage analysis of 1951. It explains that at that time it prepared specifications of all its jobs. It then proceeded to gather information about comparable jobs in government and industry in Canada, the United States and Great Britain. It was able to find jobs elsewhere that were similar in their major aspects to certain of its jobs and so it was able to attach rates to some of its jobs. The rates it selected were not necessarily either the highest or the lowest rates paid by others, but what it considered fair. It proceeded then to rate and group the rest by comparison with those rated on the basis of outside information. Thus, in the Corporation's view, the rates on its salary schedule constitute a well integrated structure. Moreover, revisions since 1951 have kept it up to date and the new jobs which appeared with television have been fitted into the structure.

The Corporation contends that the adequacy of its rates throughout the period since 1941 is readily seen in the fact that employees who were in the technical unit on January 1, 1941, and who were still in it on September 1, 1954, received increases in salary ranging from 124 per cent to 318 per cent. For example, at the one extreme, one man who was paid at the rate of $1,200 a year in January 1941 was paid at the rate of $5,013 in September 1954. The rate of another man, at the other extreme, rose from $1,980 to $4,341.

It should be noted here that the union objects to such comparisons as the above, which it terms comparing privates with colonels. It insists that the proper comparison is the private in 1941 with the private in 1954.

The Corporation objects that the union's proposal to regroup certain jobs upsets the proper relations of the jobs in question to others in the schedule. The specifications of the wiremen's job do not, in the Corporation's opinion, justify placing that job in the same salary group as operators. For the same reason foremen and announcer-operators should not be in a group with rates above the main level of the rates for operators. The Corporation protests that the proposal to separate supervising operators from senior operators violates what it regards as the sound principle of recognizing operators with special qualifications as equal in rank to junior supervisory personnel.

The Corporation argues, too, that there is no point in reclassifying summer relief operators as the union proposes for it only provides for a longer progression in rates which they will not have the opportunity to secure. Finally, it contends, there is no such post as a senior studio attendant and no place for one. The union, it suggests, has in mind a special job which exists at one point as a result of special circumstances.

Findings and Recommendation

It seems to the Board that the issue of salaries is properly discussed in terms of rates. Comparisons of earnings and comparisons of earnings to which calculations of the value of "fringe benefits" are added may in some instances be helpful, but they must be used with caution.

The first ground upon which the union supports its proposal for higher rates is that the top rate for operators, which it regards as a very significant rate, has not kept pace with the cost of living since April 1, 1945.

In the Board's view no conclusion about the increase in the rates on the Corporation's salary schedule can properly be drawn from a consideration of the behaviour of one element in that structure during part of the period of the Corporation's short history. The Board notes that the low rate of operators in 1940, $1,380 a year, was 69·6 per cent of the high rate of $1,980, while in 1945 the low rate of $1,440 was 53·3 per cent of the high rate of $2,700. Then in 1953 the low rate of $2,908 was 69·1 per cent of the high rate of $4,160. Thus it appears that between 1940 and 1953 salaries at different levels of the schedule increased at different rates. The top salary increased more rapidly than the low one up to 1945 when the latter declined from 69·6 per cent of the former to 53·3 per cent. Then the low salary increased more rapidly than the top ones until 1953, returning to about the same relation to it that it bore in 1940.

It seems to the Board that the Corporation's median rate for operators is an accurate indicator of what happened to the whole structure of operators' rates. It has, as the Corporation's graphs show, kept pretty well ahead of the consumer price index, with perhaps one exception. Recently it has risen well above the level of the index. If there is any comment that might be made about the level of salaries during the whole period 1940 to 1953 it must surely be that those paid the top rates have been fortunate in having the benefit of their increases earlier and hence for a longer time than those paid the low rates.

The Board has not lost sight of the Corporation's argument that the top rate of Group III, $5,013 a year, rather than the top rate of Group II(b), $4,160 is really the one to set against the rate of $1,380 in 1940 and $2,700 in 1945. That is significant. Nevertheless it seems to the Board that the vast majority of operators will probably find that, under the present schedule, they can look forward with certainty only to $4,160 as their top rate.

The Board has examined, too, the arguments that deal with the union's submission that men working in other employments have received increases in pay that are larger relative to changes in the cost of living than those which CBC employees have received. This argument does not seem to us to be sound. It is conceivable that a wage rate that increased two-fold in a period when the cost of living increased 50 per cent might nevertheless be a much less reasonable rate in absolute terms than another which barely kept pace with the cost of living.

It seems to the Board, therefore, that there is nothing in the relation of the Corporation's salary schedule to the cost of living that justifies a recommendation that salaries be raised as the union proposes.

The union's second argument is that its proposals are justified by the relation of present rates to those paid in certain other employments. The Board has set out above the number and the variety of these comparisons.

The Board finds it difficult to compare the CBC's scale with those of other employers, for the Corporation has few competitors in the ordinary sense. Nevertheless the CBC does compete with some private radio and television stations and in the labour market, competes not only with such stations but also with commercial companies in the electronics and communication industries. The difficulty of making comparisons is immeasurably increased by the fact that the parties do not agree that the duties and requirements of a given job in the CBC are the same as those of a job which might be considered similar in industry. Moreover, such of the evidence which the parties present in support of their respective claims in this connection is of such a nature that it serves as a guide not as proof. Thus the Board has before it evidence that the rates for certain jobs are higher in industry than the CBC pays, for example, the television maintenance operators' rates quoted above. It has evidence that the CBC's rates are higher in other instances, as in the case of radio operators employed by TCA. It must consider too that the parties do not agree that these jobs are comparable.

The Board is doubtful of the validity of a simple comparison of rates without some consideration of differences in working conditions. It seems to the Board that the union has not shown that the Corporation's rates compare unfavourably with those prevailing in other industries, particularly so since it seems that the Corporation's "fringe benefits" are more generous than is usual and since it offers somewhat more stability, and continuity of employment, than is usual elsewhere.

With respect to private radio stations the Board is persuaded to accept the union's view that the rates submitted are for much less experienced personnel than the CBC employs. There are, no doubt, exceptions in the larger private stations. It follows, then, that the Corporation's rates should be, as they are, higher than those paid generally by private stations. But nothing has been submitted to the Board which establishes that the present differentials between the rates of private stations and those of the CBC are inappropriate.

In the television field rates may well be in a state of flux as stations get organized and staffed. No doubt some stations are prepared to pay well to secure the services of certain key technicians. These may very well be out-of-line rates.

The Board cannot see that the union has established that there is any misalignment of the Corporation's rates in its comparison of the rates of operator-announcers and announcers. It seems to the Board that there are differences between these two groups which would justify the present differences in their rates.

The question of market realities which the union raises is of the same order as its arguments regarding the comparability of rates. It is clear that certain men have left the Corporation's employ to take positions elsewhere. The parties differ sharply in their opinions regarding the gains which these men made in salary. However that may be, it seems to the Board that a consideration of the numbers that have left the CBC and the numbers that have returned to it must lead to the conclusion that employment with the Corporation is sufficiently attractive to hold the staff with a minimum of turnover.

There is the final question of the comparison of rates paid by the Corporation and those paid by networks in the United States. The Board has given careful consideration to the strong stand which the union has taken on this question. However, it is not persuaded that there is any relationship between the CBC and the networks in the United States that would tend to relate the Corporation's salary rates to those of the NBC, the ABC or the CBS. The Corporation no doubt does buy equipment in a market which is the same or related to the one in which these other networks buy theirs. That does not alter the fact that it seems to have been and is now able to hire staff by paying salaries related to other rates in Canada rather than to rates in the United States.

The Board has made a careful study of the comparisons of rates which the parties have submitted. We have borne in mind the objections which each has raised to the other's data. We have noted that some of the Corporation's rates are higher than the rates paid by other employers for what seems to us to be roughly comparable work and that some of the Corporation's rates are lower than such other rates. We have taken account of the nature of the Corporation's salary schedule, noting the

increases it affords those in the lower salary groups and those below the top of the progression in their groups. We have noticed too, that a good many of those in the bargaining group have reached the top of their scales and will receive no more automatic increases in pay. We have considered "fringe benefits" and other working conditions, with the parties' divergent views of their significance in mind. We find in all these considerations nothing sufficient to justify our recommendation that the salary schedule be revised as the union proposes.

The union argues, too, that the very special nature of work at the CBC calls for high salaries. The Board agrees that the work of the Corporation's employees is unique, that its technical standards are high, that its employees possess special skills, and that they take a special pride in their work. The Board agrees, too, that these considerations call for high rates of pay. However, the Board can find nothing in this argument which enables it to determine whether or not the existing rates are at an appropriate level.

With reference to the Annual Report of the Corporation for the year ended March 31, 1954, above referred to, the Board has considered the submission of the union and the reply of the Corporation.

The question of ability or inability of the Corporation to pay, was not raised at the hearings and no particular importance was attached to it by either party.

It seems to the Board that the finances of a crown corporation like the CBC are of such a nature that they cannot be considered in the same light as the finances of a private enterprise. In this case, therefore, the Board finds that ability of the Corporation to pay is not a factor determining the appropriateness of the Corporation's wage rates.

In conclusion of this consideration of wage rates the Board finds that it must recommend that the present schedule of rates be continued in the next collective agreement between the parties.

Classifications

There is also the question of classification and regrouping of certain jobs. Some changes are proposed under the heading of wage rates and classifications. There are two others proposed in connection with the third matter in issue, general wage provisions, which relate to classifications. They are as follows:—

Article 33.10. That maintenance operators be classified as Senior Operators, Group IV.

Article 33.11. That operator (general) assigned on a full-time basis to outside broadcasts shall be classified as a Senior Operator, Group IV.

The Group IV referred to is one of the new groups proposed by the union.

In so far as regrouping is an integral part of an upward revision of rates—and the Board cannot see how the new groups suggested can be set up without such a revision—the Board cannot recommend that it be carried out. However, it seems to the Board that some of the reclassifications, e.g. Operator (General), Maintenance Operator and Wireman, might be possible within the framework of the existing schedule. The Board finds little guidance in the divergent opinions of the parties on this question. However, it feels confident that the parties both understand the problems involved and that they can decide for themselves whether any of these reclassifications are appropriate. It so recommends.

Overtime

The second matter in issue between the parties is overtime. The system of computing compensation for overtime work, set out in the present collective bargaining agreement, seems to the Board to be complex. The union states that many employees do not understand it and that it is the cause of continual dissatisfaction. In examining the system, it must be borne in mind that a 40-hour weekly wage at the base rate is guaranteed, quite aside from overtime. By reason of this guarantee, a man who works six hours on Monday and eight hours each of the other four days in the week, or a total of 38 hours, is paid for two hours during which he does not work. If his wage rate is, for example, $2 per hour he receives $80. If this man instead of working eight hours on Tuesday, worked ten hours, making a total of 40 hours in the week, then he would receive pay for 38 hours worked at the base $2=$76, plus 2 hours overtime at $1=$2, plus 2 hours not worked at $2=$4, a total of $82. The employees seem to have focussed their minds on the fact that this man is paid for his two hours overtime at $1 forgetting altogether that he received $4 for nothing.

If this man's work week exceeds 40 hours there is no complaint because as soon as the number of hours worked in a week exceeds the guarantee, then he gets paid at time and a half for the overtime. Going back to the example, if he had worked ten hours on Monday and eight

hours on the other four days, a total of 42 hours, he would receive pay for 40 hours at the base rate of $2=$80, plus 2 hours at time and a half =$6, or a total of $86.

The union raises another and perhaps a more important objection to the system of paying overtime. It claims that management is able under this formula to off-set the amount of overtime worked by instructing a man who has worked overtime not to work some of the regular hours that follow. Thus a man who has worked sixteen hours on Monday may find that he is not to report for work on Tuesday. Furthermore the union contends that the free time comes on such short notice that a man is not able to use it profitably.

The parties discussed possible modifications of the formula that might meet the union's objections and still retain the elements of it that seem satisfactory to management. It seems to the Board that the proposal that work be more carefully scheduled is a promising one. Such scheduling might enable the Corporation to reduce the amount of overtime, a change that would please both parties. It should enable an employee to know in advance at least the minimum hours which his service will be required and it should check the practice of off-setting overtime with hours off on short notice. The Board recommends that the parties retain the present formula for calculating overtime payments and that they co-operate in working out a system of schedule hours of work to remove the features of the application of the formula to which the union objects.

General Wage Provisions

This issue has reference to Article 33 of the collective bargaining agreement between the parties, which is headed "General Wage Provisions". The parties have agreed to certain amendments but the union asks for further amendments which the Corporation is not prepared to make. Briefly stated the requests of the Union are:

(a) That the classifications and wage rate of a new employee be discussed with the union before the end of his probationary period. (33.3).

(b) That a merit promotion of an employee be automatic, if he is found to be qualified. (33.6).

(c) That a merit promotion to Group III be automatic after three years at the top of Group II. (33.7).

(d) That at least 20 per cent of the employees (who are members of this bargaining unit), employed at any one point of operation, be of the Group IV classification, which is the senior group. (33.9).

(e) That maintenance operators be upgraded and re-classified as Senior Operators, Group IV. (33.10).

(f) That sound technicians assigned, full time, to outside broadcasts be re-classified as Senior Operators Group IV. (33.11).

The Corporation's position, in general terms, is that these matters come within the prerogative of management which must be the sole judge of the merit and of the qualifications of employees. The Board considered these provisions clause by clause. The first of them, discussion with the union of a new employee's classification and wage rate, seems to the Board to be unnecessary in view of the fact that an official letter is always written to a new employee, pointing out that a collective agreement exists with the union, that membership in the union is not compulsory but that pursuant to the check-off provisions of the Agreement, a percentage of wages is deducted and remitted to the union. The Board feels that this procedure is fair and sensible and recommends no amendment.

With reference to the remainder of the proposed alterations, the Board is of the opinion that merit promotions and the constitution of the work force at any particular place are matters which should be in the Corporation's hands exclusively. Particularly in a technical operation such as this, the Board is not prepared to recommend that these proposals be adopted. Sections (e) and (f) are of the same order as the proposals regarding the regrouping of employees contained in the proposed revision of the salary schedule and they have been dealt with above.

Multiple Functions

This issue arises by reason of the fact that certain employees of the Corporation are required to perform several separate and distinct functions almost simultaneously. The management has instituted a system under which all programs are monitored and operating errors are recorded or "logged", and charged against the record of the employee responsible for the error in much the same manner as a baseball player's errors are held against him. The Board heard extensive argument on this subject and a general discussion of it, during which it appeared to the Board that multiple functions are inherent in the operations of the Corporation. The real complaint of the employees seems to be the charging of an error to an employee while he is engaged in performing multiple functions. They feel that if the second baseman muffs a routine grounder he should be charged with an error, but if in attempting to complete a double play his throw

to first base is bad, there should be no error on the play. The Board hesitates to substitute its judgment for that of the management in so technical a matter but recommends that the multiple functions being performed by an erring employee be taken into account when his error is recorded.

All of which is respectfully submitted this 21st day of January 1955.

(Sgd.) C. H. Curtis,
Chairman.

(Sgd.) H. Brooke Bell,
Member.

MINORITY REPORT

I have considered most carefully the report of the chairman of this board in this matter. In general, I concur with his description of the proceedings before this board. However, I differ completely in the major conclusion drawn therefrom.

I say that there has been a complete failure to appreciate the status of these employees as artisans. The job descriptions of the Corporation show clearly that most of these men have to meet exceptional qualifications as to general education, special skills, long training periods, and exacting requirements of performance. Their work must be carried out under conditions demanding intense concentration on the job at hand under pressure of a high pitch. They carry the responsibility for the use and maintenance of delicate and costly equipment. Their daily work is closely keyed to that of artists for whom each performance is an intense climax after prolonged preparation.

Much of this failure to appreciate the status of these employees comes, in my opinion, from the Corporation's comparison of their work with that of industrial employees. And worse than that, the Corporation's insistent comparison of their work with that of operators in private radio.

The molehill out of which the CBC makes this Alpine deduction is the fact that there are a number of so-called network programs originating in private stations. These are disseminated through "one-shot" organizations of small private stations. In the main, the programs cited were those great public nuisances, thinly disguised radio lotteries requiring and receiving very little technical competence. Most of these programs have sneaked under the fence of the Canadian broadcasting regulations, and to cite them as proof that equal competence is required on private stations would be ludicrous if it were not also calculated to mislead.

May I say that of all the arguments of the CBC against paying adequate wages, this is most deeply resented by the members of this union. This comparison is an insult to their standard of workmanship and a serious blow to the morale of a group of employees who have had to take a substantial part of their pay in pride in their craft.

Perhaps my indignation at comparing CBC technicians with private station technicians may be more sympathetically understood if I explain that I have served on a number of conciliation boards for this union in disputes with private stations. Indeed, I was their nominee on choice of the four boards that set the schedules of rates presented by the CBC in Exhibit J.

At that time the companies presented a survey of rates paid private radio personnel in Ontario. These rates were submitted as the averages in the Ontario broadcasting industry taken from a survey by Associated Management Consultants, and were cited in the management's brief. The rates at that time, during the year 1954, were:

Transmitter operator..	$109.00 per month
Studio operator.....	129.28 per month
Announcer	137.36 per month
Announcer-operator ...	181.80 per month
Chief announcer.....	250.48 per month

I can submit the brief from which these figures were taken.

It will be noted that the rates quoted in this survey are substantially lower than the lowest rates for unskilled labour in the manufacturing industries of Canada.

It may be said that the wages of employees of Canadian private radio stations represent the most ruthless exploitation of labour in the country. It must be said that there are individual exceptions to this charge, but it also should be said that the industry as a whole has been very profitable and some conspicuous examples of men who have made great fortunes while paying these pitiless wages could be cited.

In the last paragraph of their Exhibit "L" the CBC quote a report published in the Labour Gazette of April 1954 regarding the settlement of the dispute between CKOY Limited, Ottawa, and NABET. They set out the wages for Group 4—operators at $140 per month, $160 per month after six months' service.

May I quote from the CKOY brief, dated January 15 and 16, 1954: "Also it must be borne in mind that CKOY is not competing with the CBC on large metropolitan stations for the services of experienced and highly qualified personnel.

Rather, the majority of the employees of CKOY come to the company as inexperienced persons just out of school, *with no particular academic qualifications and no previous knowledge of the broadcast industry.* The company prefers to continue its policy of bringing young people from Ottawa and vicinity who have shown some desire to associate themselves with radio. . . ."

With regard to transmitter operators the same brief says: "The company has no objection to the definition of the category, transmitter operator, although it would point out that the majority of its present operators do not possess the knowledge or experience or ability to carry out many of the duties imposed on transmitter operators by this section."

Much was made before this CBC Board of the fact that CBC have a very small turnover of staff. These figures from the private radio stations of Canada explain why there is no loss of personnel in that direction.

The only industrial parallel that I can find for work that demands the special skills, the lengthy training, the heavy responsibility and intense pressure that most of these employees work under are photo-engravers and lithographers. I would point out that the latter receive much higher pay, work shorter hours, and get better fringe benefits than the technical employees of CBC do—and have had these advantages under contract for a long time. I know that the job content of the work done by these two groups is not the same. Their respective jobs, however, do have this in common. They require the special skills of industrial athletes, and make great demands on artistic talents. The wages that CBC pays to the greater part of these employees is, now, somewhat less than those of a carpenter or plumber working in Canada's larger centres.

Recommendations

It must be said that at no time during the proceedings before this board were the demands of the union, or the stand of the Corporation, modified by the usual process of mediation. That this was so was in no way any fault of the Board. It was evident that the real negotiation in this dispute would have to take place after the Board had made its report. We find ourselves, therefore, in a position of knowing only the extreme areas of disagreement without any real conception of the areas of possible agreement. We have to take it that the union is not going to take its final stand for unconditional fulfilment of all its demands, nor will the Corporation not budge from its position of refusing any part of the major requests of its employees.

It remains to be said that this dispute concerns the first renewal of a contract between the parties. It is an axiom of industrial relations that in a first contract the important objective is to get relations upon a contractual basis. The establishing of satisfactory terms of a contract must be deferred until the parties have lived with a contract for a while. But the first contract is, inevitably, a compromise, and changes are to be expected. This seems to be a most inappropriate year for a crown corporation to lower the boom on the aspirations of its technical employees because:—

1. In this year, CBC has made a contract with an association of its writers which contracts for higher fees than the average paid under the old system of individual bargaining.
2. In this year, the CBC has established an increased guaranteed system of fees for its actors, singers, and dancers.
3. In this year, the CBC has made a contract with its announcers, stenographers, office assistants, etc., at a substantial increase in pay.

New contracts have been made with the stagehands in television, with the newsmen and others—all presumably with changes in them. It seems, therefore, that the Corporation would be making an invidious exception if it maintains its adamant position with its technical employees.

During this same period, this government corporation spent vast sums building up its physical assets in broadcast and television equipment. This expenditure is very necessary if the people of Canada are to have the kind of broadcasting of both kinds that the people of Canada want and have said that they will pay for. The people of Canada will also, I think, willingly pay to buy the high level of technical broadcasting skill that they have become used to.

I cannot help feeling that both parties in this dispute were holding the line with a kind of amiable stubbornness, awaiting the report of this Board. Therefore I feel it is the duty of this Board to give realistic guidance to both parties.

While this Board was in session, the annual report of the CBC for the year 1953-54 was not available. However, since the Board sat, the report has been published. Now that this report is out, it

appears that the dismal forebodings of the company's brief are scarcely to be taken seriously. The annual report for the year 1952-53 which was submitted by the Corporation to this Board has been replaced by the report for the year 1953-54, which shows an excess of revenue over expenditure some 18 times greater. Surely the CBC can find some way of meeting a part of the requests of its employees out of a net surplus of $6,567,862.

Wages

I recommend, therefore, that the present schedule of rates of pay in the renewed contract with this union be increased by six (6) per cent for the period from August 1, 1954, until March 31, 1955, and that a further six (6) per cent increase be given from April 1, 1955, until March 31, 1956. It will be seen that this contract will be for a period of 20 months. This extended contract will settle the technical employees' demands for a long period of peace, and will make their contract coincide with the fiscal year of the Corporation.

Classifications

I concur in the chairman's recommendation that the classifications remain as they are for the period of the proposed contract except that provision be made to set up the union's proposed new Group IV for supervising operators. At present, once an operator has reached the top of his range, he has reached a dead end. Even if he assumes the additional responsibilities of supervising operator, he gets no increase in pay. Throughout these proceedings it has been obvious that the Corporation's job and wage analysis gives little or no weight to the important factor of responsibility. I cannot see why any top-rated operator would accept the post of supervising operator without an increase. Apparently the CBC doesn't see how the operators can do this either, because they have already, without consulting the bargaining agent, created the new post of supervising operator for television. It is difficult to see how this unilateral decision of the Corporation jibes with their brief on page 32 where they argue that such a new classification when requested by the union is impossible of fulfilment.

I therefore recommend that in both sound and television services, all supervising operators be placed in the new classifications at the new rate set for supervising operators in TV.

Overtime

I concur in the chairman's recommendation in this matter.

General Wage Provisions

I concur with the findings of the Board in all of these matters except that of technicians assigned to outside broadcasts.

In that instance I recommend as follows: Any technician who is not classified as a senior operator (Group IV) and is assigned to outside broadcasts, which tour of duty requires him to be away from the studios for more than 48 hours, shall receive a differential of 10 per cent for work done during such tour of duty.

Any wireman who is assigned to work away from home for more than 48 hours shall receive a differential of 10 per cent for work done during such a tour of duty.

Multiple Functions

I concur with the recommendation of the chairman on this matter.

Respectfully submitted.

(Sgd.) Miller Stewart,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases, two heard November 9, 1954, and one heard October 19, 1954.

Of the three disputes, one concerned a claim by a passenger train conductor and crew for through freight rates, one the method of payment of pilot crews operating gas motor cars owned by a contracting company, and one the discharge of a conductor.

The Board did not sustain the contention of the employees in two cases and in the other it recommended a procedure for the future.

The three disputes and decisions are summarized below:—

Case No. 653—Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Railroad Trainmen concerning a regularly assigned passenger conductor and crew's claim for through freight

rates when a passenger train car containing LCL (less than carload lot) freight was handled on the train.

On July 20, 1951, a conductor and crew while on their regular assignment in passenger train service had as part of their train a passenger train car containing LCL freight. They were paid passenger rates for service performed on the trip and claimed through freight rates.

The employees contended that the commodity carried in the passenger car and on a freight waybill and for which freight revenue was derived was freight traffic, thus rightfully freight service and not passenger traffic or passenger service.

Freight revenue was derived, the Brotherhood contended, in accordance with "Tariff Freight Classification No. 19, dated 1937". Quoting the schedule of rates agreed to between the Railway and the Brotherhood, the employees contended that as freight rates had been paid for this service in the past, the crew in question should have received freight rates of pay.

The employees argued that, in general, freight services were relatively more profitable than the passenger service. They contended their members were entitled to rates applicable to the service performed in line with the tariffs derived. The Railway Act, they further argued, still provided authority for tariffs governing passenger service and freight service.

The employees quoted an Article captioned "Combination Runs" and a Ruling on the Article, which read as follows:

> Crews assigned to runs, a portion of which is passenger and the balance mixed or freight or both, will be paid mileage rate for each class of train, but not less than the minimum passenger rates, exclusive of overtime, detention and switching.
>
> *Ruling:*
>
> Under this clause crews should not be used to perform service other than regular service contained in the assignment. Should crews assigned under this Rule perform extra service, they should be paid for such service in addition to and irrespective of the compensation for the assigned service, and under the conditions of unassigned crews should they be required to do the same work.

The employees said that the Article did not prevent the company from requiring passenger crews to handle freight but does require the company to pay for freight service combined with passenger service. They contended too, in line with the ruling, that a *bona fide* passenger train is not in exclusive passenger service when cars containing LCL freight are handled.

The company contended that the car in which this freight shipment was handled was equipped for passenger train service and could be handled on passenger train schedules. The waybills covering the contents of the car were under cover, the car itself moving by means of a slip bill, they pointed out. The company argued that the crew did not handle the contents in any way and under these circumstances they are not entitled to be paid freight rates.

The Board, on the understanding that the case referred specifically to the handling of carload lots of LCL freight in a car specially equipped for regular passenger trains, the train crew not being required to load or unload the commodity, did not sustain the employees' claim.

Case No. 654—Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Railroad Trainmen concerning a method of payment for conductor-pilots and flagmen operating gas motor cars, the property of a contracting firm, on a subdivision of the railway.

Gas motor cars, and trailers, were operated for a contracting firm on a subdivision during the construction of an oil pipeline. A conductor-pilot and one flagman were employed on each of these cars by the railway under work train rates and conditions. The employees claimed through freight rates and conditions.

The employees contended that the service performed did not come under the provisions of the Article captioned "Work Train Service". They referred in particular to that section of the article which reads:

> Work trains under the meaning of this article are trains assigned to maintenance, construction and betterment work.

They argued that the article was written to apply to crews assigned to maintenance, construction and betterment work, in order to service and improve the Railway's right-of-way. Their argument, they point out, is strengthened by the fact that the schedule agreement provides for the arranging of specified assignments and they felt the company had had ample time to negotiate prior to advertising for a pilot and flagman for the motor cars. No attempt, they said, was made by the company to approach the representatives of the Brotherhood of Railroad Trainmen for the purpose of negotiating an agreement.

The company contended that no provision had been made in the agreement relating to a service of this specific nature and felt that the conductor-pilots and

flagmen had been reimbursed by a fair method of payment under the circumstances, namely work train rates and conditions.

At a hearing before the Board at which both parties submitted evidence it developed that the employees were not claiming any adjustment in compensation. The Board's problem then was to answer the question: what should have been done?

The Board found that the service required as described was not work train service but a special case. Under such circumstances, the parties should have conferred together promptly in order to arrive at a just and reasonable understanding based on schedule conditions. The Board further stated that the responsibility for making the request for consultation in such cases reasonably rests with the company, since they had knowledge of the special circumstances. The Board recommended this policy for the future.

Case No. 655—Disputes between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen regarding the discharge of a conductor.

The conductor, regularly assigned to passenger trains, was discharged from the service for "mishandling of transportation". The company gave evidence that on four occasions the conductor failed to punch tickets that he collected from passengers; in three cases the tickets were used a second time. When he was unable to explain "this mishandling of transportation" he was discharged.

The employees contended the conductor was unjustly disciplined and that he should be reinstated to service with all rights unimpaired and paid for all time lost.

The Board did not sustain the employees' contention.

Final Report Issued on U.K. Rail Dispute

The final report of the court of inquiry established to examine the recent wage dispute between the British Transport Commission and the National Union of Railwaymen was published at the end of January. It recommended "a searching and detailed inquiry" into the present "unhappy" railway position.

"The scope of the inquiry would be vast, as it would presumably have to include under 'efficiency' such matters as railway operation, under 'productivity' the efforts of men and management, under 'redundancy' the extremely delicate question of discharging surplus staff; and also to consider labour relations and these mysterious 'deeper administrative difficulties and disagreements'. Particularly, too, the court would have the inquiry express some opinion as to whether improvements in economy and efficiency would enable the railways to earn more revenue."

Other than the suggestion of further inquiry the court made no new recommendations but elaborated on some of its interim report conclusions (L.G., Jan., p. 42).

The court's interim report said that it should not be expected that a rate of wages was to be established less than that being paid in a comparable industry. Referring to these arguments the final report noted: "It is implicit in all this that the wage must be properly earned, and that to be a 'fair wage' it must be not only no lower than it should be, but also no higher than it should be." The report concluded that the "right to receive a fair and adequate wage is no more than this".

Accepting the above, the court recognized the Transport Commission was not like the ordinary industrial employer, and the factors which affect the wage rates in normal industry are absent.

"The conditions of his (Transport Commission's) business are, commercially speaking, artificial and it therefore becomes necessary to fall back on the expedient of relating the wages he should pay to those paid in such comparable industries as may be found."

The "means" by which the Commission was to find the right wages "are not ours to decide," said the court, but the primary means would appear to "naturally be the establishment of effective productivity".

This led to the question of efficiency. "It is fundamental that the employer is entitled to expect, and the employee is bound to give, a fair day's work for a fair day's wage."

Both employer and employee, the court said, were under particular obligation to join in all measures for improving productivity and efficiency.

The court said also that no properly run industry should have to carry redundant staff and this applied in particular to the railways in their present financial position and with their obligation to the public to ensure efficient and economic working.

Changes in Wages, Hours, Working Conditions in Collective Agreements, Oct. '53 to Oct. '54

Slightly more than 75 per cent of 434 contracts signed between Oct.1, 1953, and Oct. 1, 1954, provided pay boosts, but for smaller amounts than in previous three years. More contracts renewed without change

Slightly more than 75 per cent of the contracts among a sample of collective agreements signed during the period October 1953 to October 1954 provided increases in wage rates, although the amounts agreed upon tended to be smaller than those of the previous three years. In about half of the agreements examined, changes were also found to have been made in one or more of the following: hours of work, vacation arrangements, statutory holiday provisions, health plans, and pension plans. On the other hand, more agreements were renewed during the year without change in either the wage or non-wage items than during the preceding few years.

This information is based on an examination of 434 collective agreements, covering slightly more than 290,000 workers, signed during the 12 months ending October 1, 1954. The agreements are those among the sample of 1,000 contracts, used in the Economics and Research Branch for purposes of analysis, that were bargained during the period and for which copies were forwarded to the Branch.* Other contracts in the 1,000-agreement sample were bargained during the period under review but had not been received by the Branch at the time of writing. A small number of those received were excluded from the study because the provisions of the current and previous agreements could not be compared. Still other agreements in the sample, effective for two or more years, were not bargained during the period.

In 83 per cent of the 434 agreements, affecting 87 per cent of the 292,500 workers covered, changes were made among the contract provisions examined. The following breakdown shows that wage changes were most often accompanied by changes in the other items analysed.

	Per Cent of Agreements	Per Cent of Workers
Wage Change and Change in Other Items	42	30
Wage Change Only	34	36
Change in Hours and/or Other Items But no Wage Change	7	21
No Change in Any Item	17	13

Changes in the items other than wages were found to have occurred in the following proportions:

	Per Cent of Agreements	Per Cent of Workers
Vacations	24	17
Statutory Holidays	19	28
Hours of Work	18	13
Health Plan Introduced	5	4
Pension Plan Introduced	1	2

Wage Rate Changes—Among the sample of collective agreements examined, three out of every four agreements provided a wage increase and the increase was, most frequently, in the range of 5 to 9·9 cents an hour† (*see* accompanying table).

Increases in the range of 5 to 9·9 cents also predominated in 1953 (L.G., Oct. 1953, p. 1410). But during 1953 increases of 10 cents and more were proportionately more frequent than in 1954. In 1952 and 1951, similar surveys had revealed generally larger wage increases (L.G., March 1953, p. 348 and March 1952, p. 268).

During 1954 a greater proportion of collective agreements provided a wage increase of less than five cents per hour or were renewed without a wage increase than in the previous three years.

Hours of Work—Changes in regular hours of work were made in 80 collective agreements affecting 39,000 workers. Under 39 agreements, covering 25,000 workers, the standard work week was reduced to 40 hours per week. In most cases, the reduction in hours of work was accompanied

*Preliminary figures for the same period published previously (L.G. Nov. 1954, p. 1529), were based on 395 agreements received to that time.

†A number of the agreements provided for deferred wage increases to take effect at various stipulated times during the life of the agreement. The total amount becoming effective between October 1, 1953, and October 1, 1954, was taken into account.

WAGE CHANGES IN SAMPLE OF 434 COLLECTIVE AGREEMENTS NEGOTIATED BETWEEN OCTOBER 1, 1953 - OCTOBER 1, 1954

Wage Changes in Cents per Hour	Number of Agreements		Number of Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
No Changes in Wage Rates	106	24·5	99,000	33·8
Decrease in Wage Rates	2	0·5	500	·2
Increase in Wage Rates	326	75·0	193,000	66·0
Up to 4·9 cents	86	20·0	40,000	14·0
5 to 9·9 cents	150	35·0	101,000	34·0
10 to 14·9 cents	59	13·0	38,000	13·0
15 cents or more	31	7·0	14,000	5·0
Total	434	100·0	292,500	100·0

by a wage increase sufficient to maintain or even increase the regular weekly wages.

Under only 12 agreements, covering 6,000 workers, did it appear that wage adjustments would fail to maintain the same weekly wages.

Annual Vacations—Vacation clauses were changed in 102 agreements covering 51,000 workers. In practically all cases, either service requirements to qualify for paid vacations were reduced or a third or fourth week of vacation for long service employees was introduced.

In 30 agreements, vacation provisions were altered to allow a third week of vacation after 15 years of service. Prior agreements did not provide for a third week of vacation or the length of service required in order to qualify for it was longer than 15 years. A third week of vacation was also introduced or the length of the qualifying period reduced in 17 other collective agreements. Similar changes were made regarding a fourth week of vacation in 12 collective agreements, with 20 and 25 years of service being the most frequent qualifying requirement.

Several agreements also made adjustments in the qualifying period for a second week of vacation. The most common length of service required in the new agreements was five years or less.

Statutory Holidays—An increase of one or two days in the number of paid statutory holidays was provided in 82 collective agreements covering nearly 82,000 workers. Among these are two large bargaining units of woodworkers in British Columbia, including more than 30,000 workers, that negotiated an increase in paid statutory holidays from three to six.

In approximately 40 collective agreements, the number of paid statutory holidays has been increased from six or seven to eight per year. Most of the other agreements increasing the number of paid statutory holidays brought the total number to six or seven.

Pension and Welfare Plans—Welfare plans including such items as hospitalization, medical services and life insurance were introduced in 23 collective agreements applying to some 11,000 workers. Details of these plans were not as a rule made available with the agreements. In addition, five collective agreements included for the first time a pension plan for the employees covered.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, several wage increases were made obligatory by Orders in Council during December and January. Changes were also made in other working conditions, including hours, overtime and vacations with pay.

In the shoe manufacturing industry throughout the province, the cost-of-living escalator clause was cancelled. A new minimum scale of hourly rates provided increases ranging from ½ to 6 cents per hour for hourly-rated workers, and from ½ to 7 cents per hour for workers engaged on piece-work.

Workers in the sheet metal fabricating industry at Montreal had their minimum hourly wage rates increased by 5 cents; other working conditions were unchanged.

An Order applicable in the uncorrugated paper box industry throughout the province increased minimum hourly rates from

3 to 5 cents for tradesmen engaged in printing. Apprentices' rates in Zone I, for certain classes, were increased by from 1 to 15 cents per hour.

In the construction industry at Montreal, minimum rates for journeymen plumbers, steamfitters, etc., were increased by 5 cents per hour, making the present rate for journeymen $2.05; two deferred increases are provided which will make the rate from October 1, 1955, $2.12 per hour. Apprentices' rates for the second, third and fourth years were increased by from 5 to 10 cents hourly.

Industrial Standards Acts, N.S., N.B. and Ont.

Under the Industrial Standards Act of Nova Scotia, new schedules for bricklayers, carpenters, electricians, plasterers and plumbers at Halifax and Dartmouth increased the minimum rates by 5 cents per hour.

In New Brunswick, a first schedule for carpenters at Edmundston and St. Leonard provided minimum rates of $1.40 per hour for work during regular working periods, $1.60 during special working periods, as well as a 44-hour work week.

A new schedule for electrical workers at Windsor, Ont., replacing that which was last gazetted in 1951, increases the minimum hourly rate by 20 cents over the 1951 rate. At Cornwall, Ont., a new schedule for painters, replacing that which was last gazetted in 1948, increased the minimum hourly rates of brush and spray-painters, during regular periods or on night work, by 45 cents over the 1948 rate.

"Advocates of Good Employee Relations Once Considered Radicals"

"As late as the early part of the 20th Century, those who spoke or wrote about the need for good employee relations were considered as nothing less than radicals, upstarts or trouble-makers," said Gordon M. Chaplin, Supervisor of Training for Canadian Tube & Steel Products Ltd. of Montreal, addressing a one-day conference on supervisory training sponsored by the Maritime Bureau of Industrial Relations and the Maritime Personnel Association at Dalhousie University, February 23.

Such people were "prophets ahead of their time" and it was upon the foundation of "good relationships" that all other parts of management and modern supervision were founded, he added.

The speaker said that among the eight causes of mental illness among employed persons, "on-the-job tensions and frustrations, resulting from the impact of poor administration or poor supervision" were first, and eighth was "fear of supervisors". He advocated training of supervisors as "an intelligent step" towards lessening these hidden causes of low morale and uneven productivity.

The Maritime Bureau of Industrial Relations, an affiliate of the university's Institute of Public Affairs, is a voluntary membership organization of business firms, providing conferences, research and information services. The Personnel Association is a similar organization dedicated to the study of personnel topics and to the promotion of knowledge and good practices in this field.

The conference was the first in the Bureau's new series of frequent one-day sessions on single topics that is replacing the previous pattern of annual three- or four-day meetings.

Recent Newspaper Industry Contracts

Reporters on the Toronto *Evening Telegram* with five years' experience now receive a minimum of $95 a week; on the Ottawa *Citizen*, $94.25 a week. The new rates were established in contracts recently renewed with both papers by the American Newspaper Guild (CIO-CCL).

The ANG, in a new contract with the Buffalo *Courier-Express*, gained a weekly minimum of $123.50, guaranteed continuance of the Christmas bonus, and three weeks' vacation after four years.

Legal Decisions Affecting Labour

Widow of Quebec workman loses claim for damages. Decisions of Quebec and Ontario Labour Relations Boards reviewed by courts. U.S. court interprets section of Taft-Hartley Act on voting rights of strikers

In Quebec the appeal court, holding that a fatal accident to an employee in a provincial technical school was due to the victim's own negligence, allowed the appeal of the Attorney-General from the judgment of a lower court awarding damages to the workman's widow.

The Quebec Superior Court granted an order sought by the *Alliance des professeurs catholiques de Montréal* to delay the effect of the Labour Relations Board's decision to certify a rival union as bargaining agent for French-speaking Catholic teachers in Montreal. In another case the court ruled that a clause in a decree under the Collective Agreement Act providing for the automatic renewal of the decree from year to year was valid.

The Ontario High Court of Justice dismissed a union's application to quash the certification granted to a rival union, holding that the Board had made a decision within its jurisdiction after a proper inquiry into the facts.

The United States Court of Appeals held that economic strikers who were guilty of misconduct but had not been discharged by the employer were eligible to vote in a representation election.

Quebec Court of Queen's Bench, Appeal Side ...

... finds employer not guilty of negligence in an accident fatal to an employee of technical school

The Quebec Court of Queen's Bench, Appeal Side, on September 29, 1954, allowed the appeal brought by the provincial Attorney-General from a judgment of the Superior Court awarding $6,000 damages to the widow of a workman employed in a provincial institution who died as the result of an accident. The appeal court held that the accident was caused by the employee's own negligence and that the employer was not responsible.

The facts of the case were given in the reasons for decision of Mr. Justice Pratte and Mr. Justice Rinfret. On September 29, 1950, Samuel Labelle and three other workmen employed by the province in the *Ecole des Hautes Etudes Commerciales* at Montreal were directed by the caretaker to perform some work on the roof. They went into the skylight over the glass ceiling of the picture gallery and Labelle was killed when he fell through the ceiling. His widow was successful in her action in the Superior Court against the provincial Attorney-General in which she maintained that the accident was caused by the employer's negligence in requiring Labelle to do a dangerous job without supplying him with the necessary safety equipment or taking the necessary measures to protect him from his own carelessness.

It was not clear from the evidence exactly what job the men were required to perform. In the opinion of Mr. Justice Pratte and Mr. Justice Barclay, it was not necessary for the workmen to go into the skylight. Since Labelle was injured in a place where his work did not require him to be, the employer could not be held responsible for the accident.

They considered, however, that even if Labelle's presence in the skylight was justified, the plaintiff must prove that the accident was due to some negligence of the employer. The plaintiff argued that the work in the interior of the skylight was dangerous and that the employer should have taken precautions for the safety of his workmen, for instance, that there should have been a net to catch those who might fall on the glass ceiling, or railings, or a man responsible for seeing that the workmen were not careless.

Mr. Justice Pratte stated that instructions had been given for work in the skylight and that it was the general practice of the employees working there to lay planks across the wooden beams so that they could move around without touching

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the squares of glass. Labelle had been negligent in entering the skylight without taking the customary precautions.

The plaintiff argued that it was the employer's duty to be sure that precautionary measures were observed and to protect employees against their own negligence. Mr. Justice Pratte stated that some support for this view could be found in earlier judgments of the Court. He cited *Canadian Vickers* v. *Smith* [1922] 32 BR 443 and *Laramée* v. *Boucher* [1944] RL 300 in which a similar view was expressed. However, the facts in those two cases were quite different from the case at bar, as in both the worker was injured while working at a dangerous machine. In His Lordship's view, it is the employer's duty not to expose his employee to a danger of which the employee is not aware or of which he does not appreciate the gravity or against which he cannot protect himself. However, the duty does not go so far as to oblige the employer to be responsible himself or to have a guard near the employee responsible for preventing him from being careless. In a case where the job is not dangerous by nature and the employee knows the danger and can guard against it, the employer who has recommended caution and has furnished the required safety devices cannot be expected to foresee that someone will ignore his advice. The employer cannot be expected to have the gift of divination and can only guard his employee against carelessness that can be foreseen. In this case Labelle was well acquainted with the place and with the safety measures normally observed. The responsibility for the accident was his and not the employer's.

Mr. Justice Rinfret considered that Labelle had been in the skylight in the course of his work but he shared the view of the other two judges as to the responsibility for the accident.

The Court allowed with costs the appeal of the Attorney-General from a judgment of the Superior Court awarding $6,000 in damages to Labelle's widow. *Le Procureur Général de la Province de Québec* v. *Dame Monette* [1955] BR 66.

Quebec Superior Court...

. . orders delay in carrying out order certifying new bargaining agent for Montreal schoolteachers

On September 9, 1954, the Quebec Superior Court granted the application of a Montreal teachers' union for a delaying order to prevent the carrying out of a decision of the provincial Labour Relations Board to certify a rival union as the bargaining agent for French-speaking teachers in Montreal.

Mr. Justice Choquette delivered the judgment of the Court. The plaintiff, the *Alliance des professeurs catholiques de Montréal,* sought the order on the ground that it was the natural consequence of the writ of prohibition it had already obtained. The Board maintained that by virtue of Section 41a of the Quebec Labour Relations Act its decisions could not be appealed and that it could not be restrained by a writ of prohibition. Mr. Justice Choquette quoted a statement from the decision of Chief Justice Rinfret in the case of *l'Alliance des professeurs catholiques de Montréal* v. *La Commission des relations ouvrières* (L.G., Aug. 1953, p. 1177) in which he said that the legislator could not make immune from a writ of prohibition a tribunal which had given a decision without jurisdiction. The Superior Court had followed this decision of the Supreme Court of Canada when it held in *La Brique Citadelle Ltée* v. *Gagné* (L.G., Sept. 1954, p. 1302) that a writ of prohibition could be issued against a council of arbitration in spite of the prohibitive clause in the Trade Disputes Act similar to Section 41a of the Labour Relations Act.

His Lordship then considered the union's grounds for obtaining the order applied for. The *Alliance* had made four petitions to the Labour Relations Board. It had sought to be recognized again as the bargaining agent for French-speaking teachers in the French Catholic schools in Montreal. It then requested a hearing, so that the Board might reconsider and change its decision to reject the certification application. It contested the certification application of a rival union, *l'Association des éducateurs catholiques de Montréal,* and it asked for the dissolution of that union as an association dominated by the employers, namely, the Montreal Catholic School Commission. The Board rejected these four requests without granting a hearing. The *Alliance* also challenged the power of the Board to issue joint certification to two separate unions to bargain together on behalf of the French-speaking teachers and the English-speaking teachers. The *Alliance* maintained that this joining together could be done only with the consent of the associations concerned.

Mr. Justice Choquette considered that the issues raised concerned the powers and the jurisdiction of the Board and that there was a *prima facie* case for granting a writ of prohibition. In granting such a writ the judge could order that the carrying out of the decision complained against

be delayed until the trial of the action. In this case the carrying out of the Board's decision to certify the rival union would be more prejudicial to the *Alliance* if it should ultimately win its case than the maintenance of the *status quo* would be to the Board and the other union if they were ultimately successful. For these reasons the Court ordered that the carrying out of the Board's decision be postponed. *Alliance des professeurs catholiques de Montréal* v. *Commission de relations ouvrières de la Province de Québec et autres* [1954] CS 465.

Quebec Superior Court...

...holds that an automatic renewal clause in a decree under Collective Agreement Act is valid

In a decision given at Montreal on July 14, 1954, the Quebec Superior Court held that an automatic renewal clause in a decree under the Collective Agreement Act was valid and that therefore the decree applicable to the shirt-manufacturing industry in the province of Quebec remained in effect.

Mr. Justice Lippé gave the reasons for decision. The case before the Court was an action for wages brought by the parity committee for the shirt industry of the province of Quebec. The committee claimed that the Biltmore Shirt Company, an employer subject to decree 1284 under the Collective Agreement Act, had not paid its employees the required wages during the three-month period from February to April 1953. The amount claimed was $92.55.

Decree 1284 was dated November 15, 1951, and published in the Quebec *Gazette* on November 24, 1951. It was amended by ministerial order 1174 of November 6, 1952, gazetted November 15, 1952; and by ministerial order 101 of January 29, 1953, gazetted February 14, 1953. Section 17 of the decree provided that the decree would remain in effect until March 31, 1952, and would be automatically renewed from year to year after that date unless one of the contracting parties gave written notice to the contrary to the other parties not more than 60 nor less than 30 days before March 31 in any year. Such a notice must be sent also to the Minister of Labour and to the parity committee.

Counsel for the company argued that decree 1284 had not been automatically renewed but had expired on March 31, 1952. He claimed also that the automatic renewal provision in the decree was illegal and void because it went beyond the powers conferred on the Lieutenant-Governor by the Legislature. There had not been any ministerial order prolonging the term of the decree as was provided for in the Collective Agreement Act. He maintained further that one of the contracting parties, namely the *Fédération nationale des travailleurs de l'industrie du vêtement inc.*, had terminated the decree relating to the shirt industry by notice to one of the other contracting parties.

Mr. Justice Lippé stated that decree 1284 had arisen out of a collective agreement between several employers and the Federation. The defendant company was not a party to the original agreement but it was clearly subject to the decree under Section 2 of the Collective Agreement Act, which enables the Lieutenant-Governor in Council to make certain terms of an agreement binding on all employers and employees in an industry within the scope determined in the decree. Section 9 of the Act provides that a decree makes obligatory the terms of the agreement relating to wages, hours of work, apprenticeship and the proportion between the number of skilled workers and of apprentices in an undertaking. Under Section 10, a decree may also make obligatory the provisions of an agreement relating to vacations with pay, family allowances, the classification of operations and classification of employers and employees, and "also such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of this Act". The plaintiff argued that the automatic renewal clause in the decree was such a provision.

His Lordship distinguished between an ordinary collective agreement and an agreement made as a preliminary to a decree under the Collective Agreement Act. An ordinary collective agreement between an employer and a union, defined in Section 21 of the Professional Syndicates Act, by virtue of Section 24 of that Act gives rise to all the rights and recourses established by law for the enforcement of obligations. An agreement is defined in the Collective Agreement Act as "any arrangement respecting working conditions entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for an association or several associations of employers". There is no provision in that Act making an agreement enforceable. The agreement between employer and employees is necessary only for putting the administrative machinery into motion. Once a request has been made to the Minister of Labour for

approval of the agreement, the agreement is out of the control of the parties. In deciding whether to approve the agreement the Minister is guided more by the general interest than by the interest of the contracting parties or of opposing interests. When a decree is issued it does not necessarily embody the agreement as passed by the parties; it is the agreement as amended by the Minister. The Lieutenant-Governor in Council can prolong or terminate a decree without consulting the parties to the agreement. Under Section 10 of the Act, he can order "that certain persons or associations shall be treated as contracting parties".

Since the collective agreement made binding by a decree had a character of its own, it was necessary to consider the question of the validity of the automatic renewal clause not in the light of the Civil Code but in the light of the Collective Agreement Act itself properly interpreted, His Lordship stated. The Act authorizes the Lieutenant-Governor in Council to make binding such provisions as he may deem in conformity with the spirit of the Act. Certainly he could not abuse the law by declaring matters in conformity with the spirit of the Act that were entirely foreign to it. His Lordship quoted from the judgment in *Procureur général de Québec* v. *Dame Lazarovitch* [1940] 69 BR 214:

> If the appellant is to succeed at all, he must do so in virtue of the last clause of Section 10 of the Act, which confers a discretion upon the Lieutenant-Governor in Council, namely, to enact such provisions as he may deem in conformity with the spirit of the Act. But this is not an unlimited discretion, as contended for by the appellant, but one limited to such provisions as upon a true construction come within the subject and area of the Act, and does not permit the passing of rules and regulations which may be the result of "a fanciful view of the spirit of the Act". The exercise of this limited discretion is therefore open to the scrutiny of the courts.

On the question of whether the automatic renewal provision was in conformity with the spirit of the Act, Mr. Justice Lippé shared the view of Mr. Justice Montpetit in *Dolly Dimple Inc.* v. *Fontaine et autres* [1953] (L.G., March 1954, p. 414) that an arrangement for automatic renewal of a decree was in accord with the purpose of the Act to establish economic stability in a particular industry by maintaining the wages and hours of work considered appropriate by the majority of employers and employees concerned.

The defendant company, invoking the rule of *ejusdem generis*, argued that Section 10 of the Act could cover only matters of the same nature as the classification of operations and of employers and employees. His Lordship considered that the rule applied only where it appeared that such was the intention of the legislators; if, for example, the legislators added "and other matters" or similar words after an enumeration of subjects. The rule did not apply where it appeared that the legislators wished to extend the field of the matters already listed. The classification of operations and of employers and employees were clearly defined matters, and the legislators had in mind quite different matters when they authorized the Lieutenant-Governor in Council to make obligatory provisions that he deemed in conformity with the spirit of the Act.

The defendant company insisted that by virtue of Section 8 of the Collective Agreement Act, authorizing the Lieutenant-Governor in Council to extend the term of a decree, decree 1284 could remain in effect after March 31, 1952, only by virtue of a decree of extension. His Lordship was of the opinion that the fact that the Lieutenant-Governor had power to extend or terminate a decree did not remove from the parties the right to determine themselves the duration and the automatic renewal of their agreement and their decree. The manifestation of their wishes could be made obligatory by the Lieutenant-Governor in Council by decree.

Another objection raised by the defendant was that before March 31, 1952, and again before March 31, 1953, the Federation had given notice to the other contracting parties that it desired to amend decree 1284 and to prevent its automatic renewal. The plaintiff denied this. His Lordship held that the defendant had not proved that the required notice had been given. The defendant testified that certain parties to individual labour agreements had given notice of their intention to terminate the agreements but this did not affect the duration of the decree.

The last argument of the defendant company was that the automatic renewal of the decree without publication would be unjust to third parties. Mr. Justice Lippé stated that the automatic renewal clause had been published according to the requirements of the law and that all interested parties had had an opportunity to make objection to it.

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For these reasons the Court upheld the vadidity of decree 1284 and fixed September 13, 1954, for the hearing of the plaintiff's case relating to the amount of wages claimed. *La Commission conjointe de l'industrie de la chemise de la Province de Québec* v. *Biltmore Shirt Co. Ltd., et Procureur général de la Province de Québec* [1954] CS Montréal 423.

Ontario High Court of Justice...

. . holds Labour Relations Board acted within its power in rejecting union's membership evidence

In an oral judgment delivered November 30, 1954, the Ontario High Court of Justice dismissed the application of an electrical workers' union to quash the certification of another union. The Court held that the Labour Relations Board had conducted a proper inquiry into the facts before coming to the conclusion that it could not accept the evidence of membership submitted by the plaintiff. The Court, therefore, had no jurisdiction to interfere with the Board's finding.

The Chief Justice stated that the United Electrical, Radio and Machine Workers of America (UE), the intervening union in a certification case, applied to quash the certification of the International Union of Electrical, Radio and Machine Workers (CIO-CCL) as bargaining agent for employees at the Brantford plant of the Canadian Westinghouse Company Limited on several grounds. The first was that the Labour Relations Board had not authority to create rules taking away the legal right of persons to borrow money with which to pay their union initiation fees, the status of such persons as union members, and the legal status of trade unions of which some of the members had paid the initiation fees with borrowed money. The plaintiff claimed also that the Board had no authority to refuse to order a representation vote of employees in the unit since between 45 and 55 per cent of them were its members. It claimed also that the Board had no power to deny it the right to inspect the list of employees supplied by the company and to deny its counsel the right to examine and cross-examine witnesses and to present evidence. It argued that the Board had disregarded the essentials of justice in accusing three members of impersonating officers of the Board and refusing them the right to be present when the charge was made against them.

His Lordship emphasized first that it was not the duty of the courts to legislate but to see that an administrative tribunal adhered strictly to the jurisdiction conferred on it by the legislature. He then examined the powers conferred on the Board by the Labour Relations Act to determine whether or not the Board had exceeded its powers in making its rule regarding the evidence of union membership to be submitted. He concluded that it had not.

Dealing with UE's objections to the Board's procedure, the Chief Justice stated first that the Board was master of its own procedure in inquiring into the impersonation charges. On the question of whether the evidence of membership submitted by the intervening union was adequate, the Board had taken into account all the circumstances and had concluded that the lending of money by UE representatives to enable employees to pay the initiation fee constituted improper practices. Since the Board had made a careful inquiry before coming to this conclusion, His Lordship considered that he had no jurisdiction to interfere with its finding.

He distinguished the case at bar from the Toronto Newspaper Guild case (L.G., 1951, p. 932; 1952, p. 615; 1953, p. 1174) in which it was held that the Board had declined jurisdiction by failing to investigate the reliability of the information before it. In the case at bar the Board had made a proper inquiry and had determined that certain employees were not members in good standing of the intervening union because they had borrowed money to pay the initiation fee. The Board had all the evidence before it and knew the reliability of the witnesses, and it had made a decision within its jurisdiction with which the Court could not interfere. The plaintiff's application to quash the certification of the other union was accordingly dismissed. *Jackson et al* v. *Ontario Labour Relations Board,* Supreme Court of Ontario, November 30, 1954 (unreported).

United States Court of Appeals...

. . . rules strikers, guilty of misconduct but not discharged, may vote in representation election

The United States Court of Appeals, District of Columbia Circuit, ruled on January 14 that employees taking part in an economic strike who were guilty of strike misconduct but who had not been replaced or denied reinstatement by the employer were eligible to vote in a representation election.

Reasons for the decision were given by Judge Prettyman. While an economic strike was in progress at a company's plant,

the American Federation of Hosiery Workers (AFL) requested the company to recognize it as bargaining agent for the employees. A representation election was held. The company challenged the votes of several strikers on the ground that they were guilty of misconduct and therefore not eligible to vote. There were enough challenges to affect the result of the election and the company refused to bargain with the union selected as a result of the election in which the challenged votes were counted. The Board found the company guilty of an unfair labour practice and refused to hold a hearing to consider the merits of the challenges.

The case depended on Section 9(c)(3) of the National Labour Relations Act, which reads: "Employees on strike who are not entitled to reinstatement shall not be eligible to vote." The company argued that it was established that strikers who engaged in misconduct were not eligible for the protection of the Act and not entitled to an order of reinstatement. It claimed that discharge or replacement of these strikers was a matter for managerial discretion. The purpose of the sentence was to limit eligible voters to those employees who had not forfeited their rights to reinstatement by acts of misconduct.

The Board on the other hand maintained that the basic criterion for eligibility to vote was whether the voter would be affected by the vote; if it was clear that an employee would not be affected, because he had been discharged or replaced, he could not vote; but otherwise he would be eligible. It considered that a striker who engaged in misconduct did not automatically forfeit reinstatement but merely supplied a reason for his employer's action. If the employer chose not to replace these strikers and they were ultimately reinstated after being denied a vote, they would then be represented by a bargaining agent not of their own choosing. The Board maintained that before the disputed sentence was inserted in the statute both strikers who had been replaced and their replacements were permitted to vote, and that the sole purpose of the sentence was to prevent this duplication. In its view, the sentence meant that strikers actually discharged or replaced, and so in a real sense not entitled to reinstatement, could not vote.

Judge Prettyman considered that both interpretations had reasonable support. He therefore examined the legislative history to try to determine the meaning. He quoted from the Senate report on the Bill:

> When elections are conducted during a strike, situations frequently arise wherein the employer has continued to operate his business with replacement workers. If such strike is an economic one and not caused by unfair labor practices of the employer, strikers permanently replaced have no right to reinstatement (*NLRB* v. *Mackay Radio*, 304 US 333, 2 LRRM 610). It appears clear that a striker having no right to replacement (sic) should not have a voice in the selection of a bargaining representative, and the committee bill so provides.

In the Mackay Radio case the Supreme Court held that replaced strikers had no right to reinstatement provided that there was no discrimination exercised against employees because they had been active in the union.

Judge Prettyman referred also to the explanation by Senator Taft that the provision was intended to prevent a situation where the choice of a bargaining agent was decided by the votes of replaced strikers who had new jobs elsewhere, and the statement of another senator that this would prevent the ridiculous situation of having 1,000 persons voting for a bargaining agent although there were only 500 jobs.

Judge Prettyman concluded that the purpose of the provision was to make ineligible to vote strikers whose reinstatement rights had already been destroyed by the employer's action. He stated that an employer had the right to discharge employees engaging in misconduct. He thought that the mere denial of a vote would add little, if anything, to the deterring effects on strikers of the risk of discharge.

Judge Danaher, dissenting, would have remanded the case to the Board for a hearing of the employer's objections. He considered that the misconduct on the picket line was intended to coerce the employer and the non-striking employees into accepting the union, and that to say that it had no effect on the status of the strikers to vote was to reward violent coercive action. He emphasized the risk for the employer of being found guilty of an unfair labour practice if he were to discharge employees for strike misconduct. He considered that the true construction of the provision was to draw a distinction between an employee lawfully entitled to participate in an election and an employee who, although not discharged, had forfeited by his own misconduct the right to vote.

The Court, however, enforced the order of the Board overruling the employer's objections. *Union Manufacturing Company* v. *National Labour Relations Board* [1955] 35 LRRM 2349.

Recent Regulations, Federal and Provincial

Higher minimum wage rates for women are established in Ontario. New safety requirements added to gas, oil well regulations in Saskatchewan

New minimum wage rates for women, effective April 1, have been established in Ontario. The minimum weekly rate in the larger cities for experienced employees is set at $22.

In Saskatchewan, regulations for the motor vehicle repair trade and for barbering and beauty culture now require tradesmen in all parts of the province to hold certificates of qualification. Changes were made in the safety requirements for work around gas and oil wells, and a plan was adopted providing protection for civil defence workers in case of injury in the course of civil defence duties.

An addition has been made to industrial diseases compensable under the Workmen's Compensation Act in Prince Edward Island.

Among the federal regulations recently reissued with slight changes are those dealing with aid to distressed seamen, fair wages on federal government contracts, unemployment insurance, qualifications of radio operators, and assistance under the Old Age Assistance Act and the Blind Persons Act.

FEDERAL

Canada Shipping Act

A consolidation and revision of the Distressed Seamen Regulations was approved by P.C. 1954-2074 of December 31, gazetted January 26. Sections were rearranged, simplified and reworded, but no actual change was made in the provisions for the relief of seamen.

A "distressed seaman" means a person who is in distress in a place outside Canada, having been shipwrecked, discharged or left behind from a ship on which he was engaged. A distressed seaman may be granted assistance if he is a Canadian or if he is a person, other than a Canadian, who was resident or domiciled in Canada for at least one year before the commencement of the voyage. Assistance will not be granted to anyone who does not apply for it within three months of leaving his last ship, who was not employed on the ship or who refuses to accept work offered to him when, in the opinion of the proper authority, he is fit for it, or to anyone who is a subject of the country in which, or in a colony of which, he is in distress. The "proper authority" is the consular officer or other person designated to administer the regulations.

A distressed seaman is to be provided with all necessary relief and maintenance, including reasonably adequate lodgings, board, clothing, blankets, medical treatment and medicine.

If a seaman who is physically fit applies for relief, the proper authority is to try to find employment for him, either on a ship or elsewhere. If he is not physically fit or if employment cannot be found within a reasonable time, the proper authority is to arrange for his passage on a British ship, if possible, to a proper return port or an intermediate port. If passage on a British ship cannot be found, any other means of conveyance may be arranged for, upon the best terms obtainable.

The regulations set out the procedure to be followed by the proper authority with respect to payment for passage, accommodation and meals, and any notification which is required to be given to authorities at an intermediate or return port.

The Canada Shipping Act places an obligation on ship owners to meet the larger part of expenditures incurred under these regulations.

Fair Wages

Among the regulations recently reissued is the order setting out the fair wages policy of the Government in respect to government contracts. P.C. 1954-2029 of December 22, 1954, gazetted January 12, 1955, revokes the order made by P.C. 5547 of November 3, 1949. The order under the Fair Wages and Hours of Labour Act dealing with cases of default in the payment of wages was also revised. P.C. 1954-2030 of December 22, 1954, gazetted January 12, 1955, revokes P.C. 6801 of November 23, 1940, and establishes in substitution the Fair Wages and Hours of Labour Regulations. Changes made in the orders are not substantial. For further information on fair wages legislation and orders see p. 336 of this issue.

Old Age Assistance Act

New regulations made on January 13 under the Old Age Assistance Act by O.C. 1955-48, gazetted on January 26, replace the regulations made by O.C. 6596/51. These are the regulations which set out the conditions on which the federal Government will share with the provinces the cost of allowances of up to $40 a month for needy persons over 65 and under 70 years of age.

The main provisions of the regulations remain the same as those first issued in 1951 (L.G., 1952, p. 310). Minor changes have been made affecting applicants in special situations.

In cases where delay beyond the control of the applicant has occurred in securing approval of an application, the allowance may be made retroactive up to four months instead of three months as under the earlier regulations.

At the request of a province, the agreement between the province and the federal Government may now provide that the income value of a small life insurance policy is not to be included in the calculation of income for determining eligibility. The provision is applicable to an amount up to $500 of the cash surrender value of the insurance, and the method of determining the income value of that amount is the method set out in the regulations for determining the income value of other personal property. Some changes were also made in regard to residence requirements to deal with special circumstances.

Blind Persons Act

The regulations under the Blind Persons Act, which lay down conditions under which the federal Government will pay 75 per cent of monthly allowances up to $40 a month for blind persons, were reissued under O.C. 1955-49, gazetted January 26. The new regulations, effective January 1, 1955, replace those made by O.C. 6595/51 (L.G., 1952, p. 311).

As in the regulations under the Old Age Assistance Act, the changes made are minor. The changes described above in respect to retroactive payments, income and residence also appear in these regulations.

Radio Act

The Regulations under the Radio Act, Part II, were replaced by the General Radio Regulations, Part II, approved by a ministerial order of December 31, gazetted January 26.

A recent change in the sections governing the certification of radio operators is in respect to citizenship requirements. In general, only British subjects may obtain certificates. Immigrants whose applications are approved by the Minister of Transport may now hold certificates other than First or Second Class Radiotelegraph Operator's Certificate. The special provision for immigrants applies only to the first six years of residence in Canada, that is, until they have had sufficient time to obtain Canadian citizenship.

The new regulations also provide that a person who is a citizen of a foreign country that grants reciprocal permission to Canadian citizens to act as radio operators on board aircraft registered in that country and who is the holder of a valid Canadian Aircraft Pilot Licence may hold a certificate authorizing him to act as radio operator on an aircraft.

The apparatus of all radio stations may be worked only by operators holding Canadian certificates of proficiency in radio except as otherwise provided in the regulations. The Department of Transport issues nine classes of certificates. Applications for permission to attend examinations for any certificate except amateur must be made to the Controller of Telecommunications.

The regulations set out the qualifications for obtaining a certificate, including the requirements with respect to age, hearing, experience, knowledge and skill. The examinations may be conducted in Ottawa, at certain permanent inspection offices throughout Canada or at any technical or training school at which suitable apparatus is provided for the purpose. A certificate may, at the discretion of the Minister, be suspended or cancelled.

Unemployment Insurance Act

Among the recent consolidations of federal regulations was a consolidation of the Unemployment Insurance Regulations approved by P.C. 1954-2064 of December 31, gazetted January 26. A consolidation of the Special Orders was made on December 14, gazetted January 26 and effective December 31, 1954.

Changes in wording and arrangement of sections were made, but there were no changes of substantial nature.

The Unemployment Insurance Regulations are divided into five parts. Part I consists of the general regulations; Part II

deals with coverage; Part III, with contributions; Part IV, with benefit; and Part V, with the National Employment Service. A schedule to the regulations contains the reciprocal agreement between the United States and Canada which has been in force since 1942.

Special Order No. 1 excludes from the coverage of the Act certain classes of employment by a municipal authority. Special Order No. II defines "permanent employment" in the public service for the purposes of the Act and regulations. Special Order No. III applies to stevedoring, No. IV to railway employees, and Nos. V and VI to lumbering and logging.

PROVINCIAL

Ontario Minimum Wage Act

Higher minimum wage rates were established for women employees in Ontario by O.Reg. 4/55 of January 14, gazetted January 29 and effective April 1. For experienced employees, the new minimum rates will be $22 a week in Zone 1, $20 a week in Zone 2 and $18 a week in Zone 3. These rates replace those set in 1947 for women employees in the province.

As previously, different rates are set for experienced and for inexperienced employees in each of the three zones in the province. Zone 1 comprises the cities of Toronto, Hamilton, Windsor, Ottawa and their environs and the city of London. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more. Those municipalities and school sections having a population of less than 3,000 form Zone 3.

The weekly rate for experienced employees in Zone 1 was raised from $16.80 to $22; in Zone 2, from $15.80 to $20; and in Zone 3, from $13.80 to $18.

The weekly rates for inexperienced employees in Zone 1 were raised by $4.50 to $19 for the first three months and $20 for the second three months. In Zone 2, they were raised by $3.50 to $17 for the first three months and $18 for the second three months. In Zone 3 they were also increased by $3.50, to $15 for the first three months and $16 for the second three.

There was also an increase in the amounts which may be deducted for board or lodging where an employee is hired on the basis of receiving meals or room, or both, as part of her weekly wages. The maximum amounts at which these may be valued in Zones 1 and 2 are now $3 a week instead of $2 for room rent, $7 a week instead of $5 for meals, 35 cents instead of 25 cents for single meals and $10 a week instead of $7 for room rent and meals. In Zone 3, the amounts are now $2 a week for rent (formerly $1.50); $6 a week for meals (formerly $4.40); $8 a week for board and lodging (formerly $6); and 30 cents a meal rather than 25 cents as before. The regulations continue to stipulate that an employee is not to be charged for more than one meal in each three hours worked and that she may not be charged for meals or room unless she has actually received the meals and occupied the room.

An addition to the regulations provides that a hairdresser who holds a certificate of apprenticeship issued under the Apprenticeship Act on completion of training is entitled to receive the minimum weekly wages for an experienced employee from the commencement of her employment. A similar provision has been in effect for office workers who hold a Secondary School Graduation Diploma of the commercial course or have completed a course of instruction in business and office practice provided by a trade school registered under the Trade Schools Regulation Act. No other changes were made by the amendments to the regulations.

As mentioned above, the minimum wage regulations in Ontario apply to women only. Domestic servants and farm labourers are not within the scope of the Act. The regulations also exempt apprentices under the Apprenticeship Act, employees in a telephone system serving fewer than 300 subscribers and employees engaged in certain specified professions, such as teaching, optometry, nursing and dentistry. Students and articled apprentices in these professions are also exempt.

An inexperienced employee is defined as one who has worked for less than six months in the class of employment for which she is hired.

Part-time employees are those whose employment on a daily or weekly basis is for periods less than the normal daily or weekly work period established by custom of the employer. Part-time employees engaged as cleaners, elevator operators, or workers in theatres, places of amusement, hotels, clubs, restaurants or in any place where meals are served to the public are not to be considered as inexperienced employees for the sake of determining their minimum rate of wages. Any part-time worker who works less than four

hours a day must be paid a minimum of four hours' wages to be determined either by the proportion of the minimum weekly wages established for the zone where she is working in relation to the normal weekly work period or by not less than one-twelfth of the minimum weekly wages, whichever is the greater amount.

An employer may not class more than 20 per cent of the total number of his female employees as inexperienced. Where fewer than five women are employed, only one may be classed as inexperienced.

Special provisions are made to apply the minimum wage legislation to employees who are paid at piece-work rates. During the first three months of her employment, an inexperienced employee must not be paid less than she would receive if she were working on a time-work basis. Subject to this provision, an employer in a seasonal industry for the processing of fruits and vegetables who pays piece-work rates will be deemed to have complied with minimum wage legislation if at least 60 per cent of his female employees earn at least the minimum weekly wages for an experienced employee in the zone. For an employer in any other industry who pays piece-work rates, the required number of employees who must be earning at least the equivalent of the rate for experienced workers is 80 per cent.

The weekly work period for which the minimum wage rates are paid is a week of not more than 48 hours or the normal number of hours established by custom of an employer. Where a full-time employee works less than the normal working day or week, she must be paid on a proportionate basis. If an employee is required to remain on the premises, she must be paid for time so spent even if she is not actually given work to do. She must also be paid for any hours worked in excess of the normal weekly work period. The rate of such overtime is to be on a proportionate basis determined by the minimum weekly wages in the zone in which she works in relation to the normal weekly work period.

No deduction from the minimum weekly wages may be made for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel.

The minimum wage regulations are administered by the Industry and Labour Board. The Minimum Wage Act requires every employer subject to an order to post the order in a conspicuous place where his employees are engaged in their duties. Every employer is also required to keep accurate records of his employees and their hours and wages.

The minimum penalty for contravention of a minimum wage order is, on summary conviction, $25 for each employee affected and in default of payment imprisonment for a term of not more than six months. On conviction, the employer will also be required to pay the difference between the wages actually paid and those established by the Board.

Prince Edward Island Workmen's Compensation Act

An amendment to the regulations under the Workmen's Compensation Act was approved by the Lieutenant-Governor in Council January 20 and gazetted January 29. By an addition to the definition of "industrial disease" it provides that a workman may be compensated for "any disease peculiar to or characteristic of a particular industrial process, trade or occupation ... in so far as it applies to employees of clinics, hospitals, laboratories or sanatoria".

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

After May 1, 1955, all tradesmen and apprentices in Saskatchewan who are engaged in the motor vehicle mechanics repair trade, the barbering trade or the beauty culture trade will be required to hold certificates of status in the trade. At present, certificates are compulsory only for tradesmen in the towns of Estevan and Melville and in the cities.

The trade rules for these three trades were reissued, but in all other respects they are the same as in the previous regulations (L.G., 1953, p. 1816). The regulations were approved by O.C. 2814/54 of December 21, gazetted January 7.

Saskatchewan Civil Defence Act

Civil defence workers in Saskatchewan have been given protection similar to that provided for industrial workers under the Workmen's Compensation Act. By O.C. 106/55 of January 14, gazetted January 21, under authority of the Civil Defence Act, the Minister of Social Welfare and Rehabilitation was authorized to enter into an agreement with the federal Government to provide a scheme for the payment of compensation to civil defence workers who are injured, or to dependants of civil defence workers who are killed, in the course of civil defence work. Saskatchewan is the fourth province to enter into such an agreement, the others being Ontario, British Columbia and Alberta.

The agreement defines civil defence work as "all measures other than military carried out under the direction of the Provincial Civil Defence Co-ordinator or any local Civil Defence Authority designed or intended to protect and preserve life, property and public services against any form of enemy attack or to minimize danger therefrom and includes training therefor".

In cases of injury or death occasioned by an accident arising out of and in the course of civil defence work, a claim for compensation may be submitted to the Provincial Civil Defence Co-ordinator who will forward it to the Workmen's Compensation Board together with his report on the required form, confirming the accident and injury, and evidence of enrolment of the civil defence worker.

The Workmen's Compensation Board will deal with every claim on the same basis as though civil defence work were an employment under the Workmen's Compensation (Accident Fund) Act, and as though the civil defence worker were a workman in that employment and as though he were in receipt of earnings from civil defence work. Where the worker has a regular employment, the hypothetical earnings from civil defence work will be an amount equal to his regular earnings and where he has no regular employment, the earnings will be an amount fixed by the Board, having regard to all circumstances, including the worker's income, if any, from all sources. In either case, the amount fixed must be not less than $25 per week nor more than $4,000 per year.

When the Board decides that an accident arose out of and in the course of civil defence work, it will determine and pay the amount of compensation and provide medical aid in accordance with the Act, provided the recipient gives up his right to action and releases the Crown from any liability. The costs of compensation will be borne jointly by the province and the federal Government. Administrative costs will also be shared equally to the extent that the charges do not exceed the rate charged by the Board in the administration of the Government Employees' Compensation Act. Any charges in excess of that rate must be borne by the province.

Any public servant who becomes entitled to compensation with respect to civil defence work in the course of his regular employment or any civil defence worker entitled to compensation under the Workmen's Compensation (Accident Fund) Act will not be entitled to compensation under the agreement.

The agreement became effective February 8 and will remain in effect until either party notifies the other (at least 30 days in advance) of its intention to terminate the agreement. The agreement would also terminate in the event of an act of war against Canada or declaration of war by Canada.

Saskatchewan Oil and Gas Conservation Act

The safety regulations in Saskatchewan for the erection of derricks, the drilling of gas and oil wells, and the operation and maintenance of gas and oil well drilling rigs and equipment were amended regarding the reporting of fatal accidents and in respect to a number of safety rules.

The person in charge of operations at the time of a fatal accident is required to notify the Chief Inspector of Mines as soon as possible by telephone or telegraph. Previously he was required to notify the Minister of Mineral Resources. It is now further required that nothing at the scene of such accident shall be moved or disturbed in any way, except for the purpose of saving life or relieving human suffering, until an investigation has been completed by an inspector or petroleum engineer of the Department of Mineral Resources or a member of the RCMP. If compliance with the preceding provision is impossible the Chief Inspector of Mines may permit the wreckage to be cleared so as to permit resumption of operations if photographs have been taken or drawings made to show the details of the scene before anything was moved.

Changes were made in the safety rules respecting fingers used at fourble platforms, derrick ladders, safety buggies, safety belts, weight indicators, pipe racks and rotary drilling rigs. A new provision in respect to hoisting lines requires that every drilling rig shall have a suitable cutting and slipping program the record of which must be entered in the Daily Drilling Report or Rig Record Book. The previous regulations provided that a hoisting line was not to be used when the safety factor fell below five.

Every driller employed on a gas or oil well drilling rig is expected to hold a Certificate of Competency in First Aid. The certificate is now to be approved by the Workmen's Compensation Board.

Several provisions which previously required that the results of tests or inspections of various pieces of equipment should be entered in the Rig Record Book now

(Continued on page 339)

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit rose in all provinces in December, statistics* show, with total 310,490 claims being filed compared with 187,744 the previous month and 292,236 a year earlier

Initial and renewal claims for unemployment insurance benefit rose in December, with increases recorded in all provinces.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 310,490 claims were filed in local offices across Canada, compared with 187,744 in November and 292,236 in December 1953.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on December 31 numbered 431,770 (353,037 males and 78,733 females), in comparison with 391,033 (325,286 males and 65,747 females) on December 31, 1953. On November 30, ordinary claimants numbered 274,462 (214,540 males and 59,922 females). On December 31, short-time claimants totalled 35,075 and 12,414 were on temporary lay-off.

During December, adjudicating officers disposed of 260,174 initial and renewal claims, of which 199,723 or about 77 per cent were in the category "entitled to benefit". A benefit year was not established in the case of 48,712 initial claimants who failed to fulfil the minimum contribution requirements. Chief reasons for disqualifications (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause", 5,441 cases; "not unemployed", 4,246 cases; and "not capable of and not available for work", 2,327 cases.

New beneficiaries during December numbered 164,660, compared with 110,736 during November and 161,723 during December 1953.

During the month, a total of $19,428,206 was paid in compensation for 6,190,206 days, in comparison with $14,020,255 and 4,512,055 days in November and $16,882,107 and 5,413,801 days in December 1953.

See Tables E-1 to E-5 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the week December 25-31, an estimated number of 271,707 beneficiaries received $4,781,254 in respect of 1,497,635 days, as against an estimated 207,176 beneficiaries, $3,537,360 and 1,136,534 days for the week November 27-December 3. For the week December 26, 1953-January 1, 1954, $4,025,980 was paid to an estimated 218,323 beneficiaries in respect of 1,281,406 days.

The average daily rate of benefit increased sharply from $3.11 for the week November 27-December 3 to $3.19 for the week December 25-31. For the corresponding week last year, the average daily rate of benefit was $3.14.

Supplementary Benefit

During December, a total of 45,529 initial and 72 renewal claims were considered for supplementary benefit, compared with 27,823 and 18 in December 1953. Of 45,579 claims disposed of, 30,965 were entitled to benefit and 14,564 were not entitled.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards were issued to 4,484,424 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At December 31, employers registered numbered 266,369, an increase of 665 during the month.

Enforcement Statistics

During December, 3,553 investigations were conducted by district investigators across Canada. Of these, 2,201 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,352 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 137 cases—31 against employers and 106 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 777. (These prosecutions and disqualifications do not necessarily relate to the investigations conducted during this month.)

Unemployment Insurance Fund

At December 31, the Unemployment Insurance Fund showed a balance of $896,642,391.80.

Decision of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1109, January 7, 1955

Summary of the Facts: The claimant was employed by a carpet factory as an axminster setter when, on the morning of February 17, 1954, she lost her employment because of a stoppage of work due to a labour dispute at the premises at which she was employed.

According to the submissions, there are two unions in the plant of the carpet company, namely, Local 6 of Association "A" and Local 501 of Council "B", of which latter union the claimant is a member. At 2.00 p.m. on February 16, 1954, 42 employees who are members of Local 6 walked out of the plant because of a dispute with the company over the period of time required to train creelers (apprentice weavers). At 7.00 a.m. the following morning, the entire day working force, numbering 214 persons, members of Council "B" and non-union workers, reported for work and, upon reaching the main entrance of the plant, were confronted with a picket line set up by the weavers' association and manned by some 40 or 50 of its members.

The submissions reveal that some of these 214 workers made an attempt to cross the picket line, while others like the claimant stood near the main entrance where the picketing was chiefly concentrated, without making any attempt to cross the line, and after remaining there for about 15 minutes, dispersed. The submissions further reveal that it was considered inadvisable for the remaining few workers who were employed on the two night shifts to make an attempt to cross the picket line.

The claimant, who had filed an application for benefit on February 17, 1954, was disqualified by the insurance officer for the duration of the stoppage of work, namely, February 17, 1954, to February 21, 1954, inclusive, pursuant to Section 41 of the Act.

From the decision of the insurance officer, the claimant appealed to a court of referees, which heard the case on April 22, 1954. Those who attended the hearing and gave evidence were the claimant, the secretary-treasurer of Council "B" and Messrs. R..... and L....., shop chairman and president respectively of Local 501 of the said Council. The court, after carefully considering the written and oral evidence and the principles laid down in CU-B's 918 and 1019, unanimously upheld the decision of the insurance officer on the ground that the claimant, by not having attempted to cross the picket line where, in the opinion of the court, there was no violence nor threats of violence, thereby became a participant in the labour dispute.

Council "B" appealed to the Umpire and also requested a hearing before him. The hearing was held in Ottawa on November 3, 1954, and attended by the secretary-treasurer and Mr. R..... of the said Council, and two representatives of the Unemployment Insurance Commission. While both the secretary-treasurer and Mr. R..... admitted that there was no violence on the picket line, they expressed

the opinion that if any of the non-striking workers had forced their way across the line it might have incited violence. Mr. R..... stated that he, as a worker, arrived at the plant premises at 7.00 a.m. on February 17, 1954, and, upon reaching the picket line at the main gate, heard one of the picketers say "I would not cross, if I were you" and "so I didn't want to take a chance of getting hurt". The secretary-treasurer argued that as proof that the non-striking workers of her union were not participants in the dispute, her union had approached the company and the weavers' union and offered to act as a mediator in the dispute. The offer was accepted and she felt that this gesture on the part of her union had helped greatly in bringing about a speedy and amicable settlement of the dispute.

As the *verbatim* evidence given before the court of referees on April 22, 1954, had not been recorded and as the Umpire felt that such evidence was also essential for his adjudication of the case, he directed that the case be referred back to the same court for a re-hearing, that the same witnesses be requested to attend and that the oral evidence be recorded.

The court re-heard the case and all the witnesses who were present at the first hearing as well as the personnel manager of the company and the president and vice-president of Association "A" attended. The court unanimously maintained its previous decision.

The court's decision of November 19, 1954, and a transcript of the oral evidence were submitted to the Umpire and the hearing was resumed on December 7, 1954.

Conclusions: At the firt hearing, after listening to the able presentation of the case by the secretary-treasurer of Council "B" and to the evidence given by Mr. R....., I felt that I was not in possession of all the essential facts and that, therefore, I could not properly adjudicate the case without ascertaining whether the workers had refrained from crossing the picket line because of a legitimate fear of violence.

The evidence which is now before me shows that the picketing of the employer's premises was conducted in a peaceful and orderly manner and that there were no real threats of violence. It also shows that none of the employees who were not directly involved in the strike made a serious and honest attempt to cross the picket line on February 17, 1954, nor thereafter.

If these employees were really interested in exercising their undeniable right to work, they would have tried to convince the picketers to allow them to cross the line, and then, upon being refused and/or threatened with violence should they force their way across, they could have called the local police to protect the exercising of their right.

In this connection, it was contended by the representative of the Council that the presence of police officers very often provokes violence. It should not be so. On the contrary, because they represent law and order, their presence should normally be a guarantee that the safety of the workers will not be imperilled. To assume otherwise would, as I said in decision CU-B 1019, be "tantamount to saying that the Legislator sanctions violence and disturbance of the peace".

I therefore consider that all the employees who were not directly involved in the labour dispute became participants because their omission to make any serious and honest attempt to cross the picket line was, under the circumstances, equivalent to a positive and voluntary act of participation in that it added strength to the cause of the strikers who were then placed in a better bargaining position. The fact that the Council acted as mediator in the dispute did in no way relieve the individuals of their responsibility in that respect.

The appeal is dismissed.

Qualify for Unemployment Insurance by Doing Laundry - - Each Other's

By taking in each other's washing, two British housewives qualified for, and obtained, unemployment insurance benefits, it is reported in an Associated Press despatch from Oldham, Lancashire.

According to the report, each hired the other to do her laundry. At the end of six months, the minimum qualifying period for unemployment insurance, during which time they stamped each other's insurance card, they fired each other.

For the next six months each collected jobless benefits of 26 shillings (about $3.60) a week. Then they rehired each other and began another cycle.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 131 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 138 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited.....	15	$954,325.00
Post Office	11	72,821.28
R.C.M.P.	7	65,826.57

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during January

During January the sum of $143.51 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 18 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Aylmer Ont: Towland Construction Co Ltd, construction of storm drainage system. *Downsview Ont:* J Harrop Contracting Co Ltd, *repairs to housing units & installation of weeping tile & stops.

Defence Construction (1951) Limited

Bedford Basin N S: Fundy Construction Ltd, rehabilitation of underground steam distribution system. *Halifax N S:* Dominion Bridge Co Ltd, supply & installation of steam generating units, Garrison Barracks. *Camp Gagetown N B:* R E Stewart Construction Corp, construction of G3 fire hall, D-2 garrison headquarters, D-3 telephone exchange & D-1 guard house; R E Stewart Construction Corp, construction of barrack blocks & mess; R E Stewart Construction Corp, construction of RCASC vehicle garage & D-15 unit drill hall; Duclos & Martel, clearing & burning of training areas; Modern Construction Ltd, clearing & burning of training areas; Byers Construction Co Ltd, clearing, grubbing & burning of training areas; Atlas Construc-Co Ltd, clearing & burning of training areas. *St Johns Que:* A N Bail Co Ltd, construction of barrack blocks. *Valcartier Que:* A Deslauriers & Fils Ltee, construction of telephone exchange bldg, RCE offices, stores & workshop bldg, lumber & pipe storage rack; A Deslauriers & Fils Ltee, extension to boiler house, bldg No 241, CARDE; Louis Donolo Inc, construction of reinforced concrete stop butt. *Val d'Or Que:* Val d'Or Construction Co Ltd, construction of roads, sidewalks & parking areas. *Barriefield Ont:* T A Andre & Sons Ltd, construction of chapels & outside services. *Camp Borden Ont:* Johnson Bros Co Ltd, construction of outside services, roads, fences & gate house. *Cobourg Ont:* Schwenger Construction Ltd, improvements to water system, 26 COD. *Downsview Ont:* Schwenger Construction Ltd, construction of water softening plant; Dell Construction Co Ltd, construction of drill & recreation hall. *North Bay Ont:* Bedford Construction Co Ltd, strengthening of existing glulam trusses, columns & roof framing in drill & recreation hall. *Petawawa Ont:* M Sullivan & Son Ltd, construction of outside services for vehicle storages. *Portage la Prairie Man:* Hamilton Construction Co, strengthening of existing glulam trusses, columns & roof framing in drill & recreation hall. *Winnipeg Man:* Canadian Comstock Co Ltd, construction of underground power & communication system, Fort Osborne Barracks. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of addition to steel hangar. *Cold Lake Alta:* Lidfors Construction, strengthening of existing glulam trusses & roof framing in drill & recreation hall. *Edmonton Alta:* Hume & Rumble Ltd, construction of fire alarm & watch system, Griesbach Barracks; The Foundation Co of Canada Ltd, construction of administration bldg & guard house, Griesbach Barracks. *Penhold Alta:* Lidfors Construction, strengthening of existing glulam trusses in drill & recreation hall.

Building & Maintenance

Greenwood N S: E R McMaster & Sons Ltd, construction of fitments for hangar & workshop. *Halifax N S:* Scotia Sprinklers Ltd, installation of dry sprinkler system, 12 ROD, Willow Park. *Montmagny Que:* Dasco Ltd, roofing of armoury. *Montreal Que:* Atlas Flooring Co, laying of linoleum, Jacques Cartier Barracks; Dawcoelectric Ltd, rewiring & relighting of Victoria Rifles Armoury. *Camp Borden Ont:* H J McFarland Construction Co Ltd, surfacing of roads. *London Ont:* Towland Construction Co Ltd, paving of storage areas, No 27 COD. *Picton Ont:* Warneke Decorating Co, exterior painting & re-siding exterior upper walls of houses. *Rockcliffe Ont:* Terminal Construction Co Ltd, grading, seeding & sodding at AMCHQ Bldg.

Toronto Ont: W A Moffatt Co, re-roofing of Fort York Armoury. *Uplands Ont:* Shore & Horwitz Construction Co Ltd, construction of fitments for hangar & workshops. *Winnipeg Man:* Higgin-Duplex Ltd, supply & installation of standard fly screens for 13 bldgs, RCAF Station. *Edmonton Alta:* Mannix-O'Sullivan Paving Co Ltd, rehabilitation of roads, Prince of Wales Armoury. *Lethbridge Alta:* Byers Construction Co Ltd, hangar truss reinforcing, Bldg No 23. *Penhold Alta:* J Boshard & Son Ltd, interior painting of various hangars & leantos. *Esquimalt B C:* G H Wheaton Ltd, repairing foundations, recreational training bldg.

Department of Defence Production

Aldershot N S: Henry's Heating & Sheet Metal Shop, installation of oil fired furnaces, Military Camp. *Bedford Basin N S:* Standard Paving Maritime Ltd, *construction of gravel road. *Eastern Passage N S:* Arthur & Conn Ltd, alterations to power plant, RCN Air Station. *Newport Corner N S:* Ralph & Arthur Parsons Ltd, construction of garage, Naval Radio Station; Ralph & Arthur Parsons Ltd, clearing, grubbing, brush spraying & repairing ground wires, Naval Radio Station. *Chatham N B:* Richards-Wilcox Canadian Co Ltd, *repairs of hangars, RCAF Station; Wm J Whitty, *interior painting of bldgs, RCAF Station. *Fredericton N B:* Ashfield Construction Co Ltd, *gravelling & grading of entrance road & replacement of bridge, Barracks. *Quebec Que:* J Eugene Tremblay, alterations to roof, Citadel. *St Hubert Que:* Lewis Bros Asphalt Paving Ltd, construction of road & ditches, RCAF Station. *St John's Que:* Val Richelieu Construction Inc, repairs to roof, RCAF Station. *Aylmer Ont:* S McConnell & Son, *installation of heating system, RCAF Station. *Brockville Ont:* Ontario Building Cleaning Co, cleaning, repointing & waterproofing exterior of Armoury. *Camp Borden Ont:* Lundy Fence Co Ltd, construction of security chain link fence. *Gananoque Ont:* Ontario Building Cleaning Co, cleaning, repointing & waterproofing brickwork & masonry of Armoury. *Ipperwash Ont:* Pearce Construction Co Ltd, *construction of retaining wall. *London Ont:* Steel Co of Canada Ltd, *supply, installation & repairs of fence, RCAF Station. *Oshawa Ont:* City Fence & Supply Co, erection of fence & accessories, Wireless Station. *Picton Ont:* L T Braunton & Co, exterior painting of hangars, Military Camp. *Sarnia Ont:* Tarry Construction Co, *construction of lecture rooms & offices, Armoury. *Trenton Ont:* National Painting & Decorating Co, exterior painting of bldgs, No 6 Repair Depot, RCAF Station; H J McFarland Construction Co Ltd, construction of hardstand, RCAF Station; Gingras Construction Co Ltd, alterations to bldg, RCAF Station; P H Davis, alterations to bldg, RCAF Station; Willard & Bluj, interior painting of bldgs, RCAF Station; Willard & Bluj, interior decoration of bldgs, RCAF Station. *Portage la Prairie Man:* H G Hay Decorating Co, interior painting of bldg, RCAF Station. *Shilo Man:* Veterans Construction, handling & hauling of gravel, Military Camp. *Calgary Alta:* Estate of C C Snowdon, repair of bldgs, RCAF Station, Lincoln Park. *Penhold Alta:* A C Border & Co Ltd, *repairs to hangar taxi strip, RCAF Station. *Esquimalt B C:* Parfitt Construction Co Ltd, *construction of telephone exchange room, HMC *Dockyard;* Victoria Paving Co Ltd, *regrading & paving of tennis courts, Canadian Services College. *Kamloops B C:* Carr & Son, installation of hot air heating units. *North Jericho area B C:* J Boshard & Son Ltd, interior painting of hangar.

National Harbours Board

Montreal Harbour Que: Leeds Construction Ltd, construction of vehicular ramp between sheds 3 & 5; Charles Duranceau Ltee, construction of offices in shed 3 & alterations to shed 2.

Department of Public Works

Grand Bank Nfld: Newfoundland Engineering & Construction Co Ltd, erection of public bldg. *Port-aux-Basques Nfld:* Newfoundland Engineering & Construction Co Ltd, alterations to Post Office. *St Lawrence Nfld:* Newfoundland Engineering & Construction Co Ltd, construction of public bldg. *Charlottetown PEI:* Bruce Stewart & Co Ltd, *renewals & repairs for Dredge "PWD No 9". *Souris PEI:* M F Schurman Co Ltd, construction of RCMP detachment bldg. *Bridgewater N S:* Acadia Construction Ltd, railway wharf repairs. *Finlay Point N S:* John R MacDonald, Allan R MacDonald, Willie MacDonald & Albert MacDonald, wharf repairs. *Halifax N S:* Scotia Sprinklers Ltd, installation of automatic sprinkler system, Administration Bldg. *Rothesay N B:* R A Corbett & Co Ltd, erection of Post Office Bldg. *L'Assom-*

tion Que: A N Bail Cie Ltee, construction of service & brooder bldg, Dominion Experimental Station. *Montreal Que:* A G Fairbanks Electric Ltd, installation of fluorescent lighting, phase 1, Customs Bldg, 105 McGill St; Victory Tool & Machine Co Ltd, installation of conveyor, Postal Terminal; Byers Construction Co Ltd, alterations to 5th & 7th floors, Postal Station "B", Cathcart & University Sts. *St Aime Que:* Theode Robidoux, demolition of submerged dam across the Yamaska River. *Cochrane Ont:* Mattagami Construction Co Ltd, removing & replacing of cement slab & terrazzo, public bldg. *Grand Bend Ont:* R A Blyth, wharf repairs. *Kenora Ont:* Lindstrom & Nilson Ltd, improvements to screen line etc, Post Office Bldg. *Kingston Ont:* Canadian Dredge & Dock Co Ltd, machinery repairs, La Salle Causeway. *Ottawa Ont:* Wm D'Aoust Construction Ltd, alterations, No 8 Temporary Bldg; Wm D'Aoust Construction Ltd, alterations etc, No 8 Temporary Bldg; Dibblee Construction Co Ltd, creation of parking area on lawn of West Block, Parliament Hill grounds; Geo Cashman Ltd, construction of acoustic tile ceiling, Canadian Bank Note Bldg; J R Douglas Ltd, repairs on east end of roof of Centre Block, Parliament Bldg; Wm D'Aoust Construction Ltd, alterations, No 8 Temporary Bldg; Geo Cashman Ltd, alterations to No 3 Temporary Bldg; Wm D'Aoust Construction Ltd, alterations, No 8 Temporary Bldg; Wm D'Aoust Construction Ltd, alterations, supply & installation of air conditioning unit, No 3 Temporary Bldg; Jos R Statham, alterations, Jackson Bldg & Annex; Ross-Meagher Ltd, alterations etc, No 2 Temporary Bldg; Wm D'Aoust Construction Ltd, general repairs to windows, Connaught Bldg; Universal Electric, standby electrical supply, Central Heating Plant, Cliff St; Wm D'Aoust Construction Ltd, rehabilitation of old machine shop, Dept of Mines & Technical Surveys; Dibblee Construction Co Ltd, roof covering, paving & flashing, Central Heating Plant; Leopold Beaudoin Construction Ltd, repairs to masonry etc, Postal Terminal Bldg, Besserer St; "Automatic" Sprinkler Co of Canada Ltd, installation of automatic sprinkler systems, Administration Building & Pavilions E1, E2, and E3, Rideau Health & Occupational Centre; J C Robinson & Sons Ltd, construction of transformer vault & distribution changes, Dept of Agriculture; Andrew Bros Construction, supply of equipment & addition to bldg, Chemical Laboratory, Prescott Highway. *Scarborough Ont:* Leeds Construction Ltd, construction of public bldg. *Toronto Ont:* Vipond Automatic Sprinkler Co Ltd, installation of automatic sprinkler system, Bldg No 7, Vetcraft Shop, Sunnybrook Hospital. *Winnipeg Man:* Wyatt Construction Co Ltd, alterations & renovations, Commercial Bldg. *Broadview Sask:* Kipling Building Supplies, construction of RCMP detachment bldg. *Sturgis Sask:* Hartmier Construction, alterations to RCMP detachment bldg. *Uranium Sask:* Burns & Dutton Concrete & Construction Co Ltd, repairs to RCMP Barracks. *Edmonton Alta:* James C Haddow, construction of exit & ramp, Forward Mail Bldg. *Kirkland Island B C:* Eakins Construction Co Ltd, removing section of pile dike on main river side of rock mound training wall. *Nanaimo B C:* General Construction Co Ltd, asphalt paving, Pacific Biological Station.

Department of Transport

Gander Nfld: North Shore Construction Co Ltd, clearing, stumping, grubbing & burning, townsite. *Canso N S:* Silver & Roberts Ltd, installation of electrical system for causeway. *Chatham N B:* Modern Construction Ltd, additional airport development. *Moncton N B:* W R McLaughlin Ltd, construction of power house. *Thorold Ont:* Bridge & Tank Co of Canada Ltd, *repairs to bridge No 9, Welland Canal. *MacDonald Man:* Tallman Construction Co Ltd, additional airport development. *The Pas Man:* O Sorensen Construction, construction of dwellings, rawinsonde tower & office bldg. *Patricia Bay B C:* J A Pollard Construction, construction of power house; Ricketts-Sewell Electric Ltd, airport lighting facilities. *Port Hardy B C:* Hanssen Construction Co Ltd, construction of dwellings.

(Continued from page 332)

provide that they may be entered in the Daily Drilling Report. These records must be readily available to the inspector at all times.

These provisions were brought into effect by O.C. 126/55, approved January 18 and gazetted January 28, which amended O.C. 304/53 (L.G., 1953, p. 591).

Wages, Hours and Working Conditions

Survey of Working Conditions in Truck Transportation Firms

Almost nine-tenths of employees of firms surveyed worked 44 hours or more a week; 43 per cent, more than 48 hours. Forty per cent were on 5-day week. Survey, in April 1954, covered 8,900 non-office workers

Almost nine-tenths of the employees of Canadian trucking firms that reported to the latest annual survey of working conditions were working 44 hours or more a week; some 43 per cent were in firms whose normal working schedule was more than 48 hours a week.

The survey, made in April 1954, covered 8,900 non-office employees of 247 firms (see box). It dealt with the standard work week, vacations with pay, statutory holidays, rest periods, bonus plans and pension and insurance plans. A summary of the results is given in the accompanying table.

Standard Work Week—As of April 1954, almost 89 per cent of the employees covered in the survey worked for firms reporting standard weekly hours of 44 or more; some 43 per cent were in firms whose normal working schedule was more than 48 hours. Just over 40 per cent of the employees were on a 5-day week, the vast majority of these being in Ontario.

Vacations with Pay—One week's vacation with pay after one year or less of service was reported by 213 establishments employing about 86 per cent of the employees. Two hundred and four establishments reported two weeks' vacation with service requirements of five years or less. About 50 per cent of these had a service requirement of three years. In Ontario and Quebec, the most common service requirement for two weeks' vacation was three years, while a large majority of the British Columbia establishments reporting two weeks' vacation stipulated five years' service.

Three weeks' vacation was reported by 20 establishments, 16 of which were in Ontario. In most cases 20 years' service was the stipulation, but six establishments reported three weeks after service ranging from three to twelve years.

Statutory Holidays—Almost four-fifths of the workers in the survey were employed by firms which paid for six, seven or eight holidays. In Quebec, the most common number of paid statutory holidays among trucking establishments was six; in British Columbia it was seven and in Ontario and Saskatchewan, eight. In Manitoba, nine paid holidays was the predominant practice.

The distribution of the 247 establishments and their employees in the survey of working conditions described in these pages is as follows:

	Establishments	Non-Office Employees
Newfoundland	1	40
Nova Scotia	4	91
New Brunswick ...	5	67
Quebec	38	1,839
Ontario	117	4,286
Manitoba	17	730
Saskatchewan	11	206
Alberta	15	547
British Columbia .	39	1,087
	247	8,893

The relatively large weight of the central Canadian provinces is apparent in the above distribution; almost half of the employees covered are in Ontario and another 21 per cent are in Quebec.

Rest Periods—Common practice (reported by 117 establishments with 3,911 employees) was two rest periods of ten or fifteen minutes each per day.

Bonus Plans—About one-quarter of the establisments employing a similar proportion of the workers said they gave a Christmas or year-end bonus. The practice was reported in all provinces, though not to the same extent.

Pension and Insurance Plans—About 13 per cent of the establishments with 17 per cent of the employees reported that a pension plan was in effect; more than half of these establishments were in Ontario.

Group life insurance plans were available in more than half the establishments, accounting for more than three-quarters of the workers, and insurance plans which provide compensation for loss of wages

through illness were reported by 53 per cent of the units employing 69 per cent of the workers.

Of plans involving medical benefits, the most common were those providing hospitalization (66 per cent of establishments, 80 per cent of employees). Plans providing surgical benefits were available in 59 per cent of the establishments employing 67 per cent of the workers.

The cost of pension and insurance plans was in most cases borne jointly by the employer and the employees, with a 50-50 basis being the most common arrangement.

WORKING CONDITIONS IN THE TRUCK TRANSPORTATION [1] INDUSTRY IN CANADA, APRIL 1, 1954

	Establishments	Non-Office Employees
Total Survey Coverage	247	8,893
Standard Weekly Hours—		
40 hours	19	703
42½ "	5	310
44 "	53	1,355
45 "	17	577
Over 45 " and under 48	15	575
48 "	52	1,532
" 48 "	86	3,841
On a 5-day week	104	3,638
Vacations with Pay—		
One week with pay		
After: Less than 1 year	10	249
1 year	203	7,384
Service not specified	3	55
Two weeks with pay		
After: 1 year or less	18	488
2 years	36	1,088
3 years	102	4,628
5 years	48	1,619
Other periods	8	254
Three weeks with pay	20	912
After: 20 years	10	439
Other periods	10	473
Paid Statutory Holidays—		
None	15	408
1—4 holidays	8	113
5 "	11	454
6 "	27	1,179
7 "	40	1,255
8 "	111	4,524
9 "	17	493
10—11 "	7	193
No information reported	11	274
Rest Periods—		
Rest periods granted	126	4,144
Two ten-minute periods per day	51	1,660
Two 15-minute periods per day	66	2,251
Christmas or Year-end Bonus	68	1,964
Pension and Insurance Plans—		
Pension plan	33	1,520
Group life insurance	143	6,856
Hospitalization	164	7,078
Surgical benefits	145	5,933
Physicians' services in hospital	103	4,344
Physicians' home and office calls	61	2,851
Cash compensation for wage loss due to accident or illness	132	6,105

[1] This group is comprised of establishments primarily engaged in the provision of local and long distance trucking, transfer and draying services.

Wage Rates and Salaries in Montreal, 1954

The analysis of office salaries, by city, for selected occupations in manufacturing industries that the Department of Labour has been making for some years has now been extended to include wage rates for selected maintenance and non-production occupations, for the first time on a cross-industry basis. The table below, based on the 1954 survey, shows the results of the expanded study for "greater" or metropolitan Montreal.

The statistics presented in the table are preliminary only. In order to release them as quickly as possible, the Department ignored establishments that had not reported by a specific date.

However, the number of firms covered and the number of employees in the occupations shown in the table are such that the figures are considered to be representative.

Final results of the analysis of office salaries in Montreal will be published in a later number of the LABOUR GAZETTE.

WEEKLY SALARIES AND HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN MANUFACTURING IN GREATER MONTREAL, OCTOBER, 1954

Office Occupations	Number of Workers	Average Salary per Week	Range of Salaries per Week
		$	$
Bookkeeper, Senior, Male	204	68.17	48.46–90.00
Female	159	56.39	43.00–70.00
Bookkeeper, Junior, Male	89	48.92	39.23–61.15
Female	130	43.10	32.50–52.50
General Office Clerk, Senior, Male	930	72.79	55.00–91.15
Female	207	56.91	42.16–72.69
General Office Clerk, Intermediate, Male	1,047	58.79	45.00–74.00
Female	631	47.02	36.92–59.97
General Office Clerk, Junior, Male	481	39.47	30.00–50.77
Female	731	36.16	27.50–44.80
Machine Operator—			
Billing, Female	126	42.38	32.31–50.40
Bookkeeping, Female	263	46.57	36.92–55.38
Calculating, Female	292	45.05	36.93–53.60
Key Punch, Female	151	43.33	33.46–50.54
Multilith, Male	30	52.69	33.70–70.00
Female	21	37.85	27.00–47.00
Tabulating, Male	26	55.35	45.00–64.63
Female	42	51.41	41.54–59.97
Payroll Clerk, Male	130	56.77	37.50–75.00
Female	256	44.02	32.00–59.77
Secretary (Private), Female	526	61.67	50.00–75.89
Stenographer, Senior, Female	972	50.88	41.54–60.00
Junior, Female	499	44.64	36.92–53.00
Telephone Switchboard Operator, Female	384	43.05	35.00–54.00
Typist, Senior, Female	577	44.15	36.92–52.00
Junior, Female	603	38.75	32.00–45.25

Maintenance and Non-Production Occupations	Number of Workers	Average Wage Rate per Hour	Range of Rates per Hour
		$	$
Carpenter	244	1.58	1·16–2.00
Crane Operator	220	1.51	1.42–1.61
Electrician	265	1.75	1.46–2.00
General Labourer	3,170	1.24	.90–1.52
Janitor	481	1.18	.90–1.40
Machinist	438	1.75	1.41–2.07
Mechanic	207	1.63	1.22–2.00
Millwright	190	1.64	1.39–1.91
Shipper	696	1.26	.89–1.61
Stationary Engineer[1]	282	1.59	1.15–2.05
Stationary Fireman	171	1.39	1.00–1.79
Tool and Die Maker	487	1.82	1.59–2.00
Truck Driver	730	1.40	1.00–1.80

[1] Includes all grades.

Reprints of the series of articles on Canadian industrial pension plans, three articles of which have already appeared in the LABOUR GAZETTE, are planned as soon as the final article in the series has been published, probably in the May number. The first three articles were in the April 1954 number (pp. 519-525), the September 1954 number (pp. 1238-1243) and the January 1955 number (pp. 30-37).

These numbers are now out of print; if you want copies of the articles, orders are now being taken for the reprint, which is priced at 25 cents per copy.

Strikes and Lockouts

Canada, January 1955*

Only six new industrial disputes resulted in work stoppages during January. However, the time loss was greater than average for the time of year because 10 disputes, involving a substantial number of workers, were carried over from 1954. Of these, three stoppages, involving motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., linoleum factory workers at Montreal and Farnham, Que., and plumbing and heating equipment factory workers at Toronto, Ont., were responsible for 95 per cent of the high time loss in January.

Wages and related benefits were the central issues in 11 of the 16 stoppages in January. Of the other disputes, two arose over union questions, one over reduced wages, one over causes affecting working conditions and one over the discharge of workers.

Preliminary figures for January 1955 show 16 strikes and lockouts in existence, involving 11,106 workers, with a time loss of 218,145 man-working days, compared with 16 strikes and lockouts in December 1954, with 12,169 workers involved and a loss of 240,841 days. In January 1954 there were 24 strikes and lockouts, 10,619 workers involved and a loss of 156,969 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in January 1955 was 0·26 per cent of the estimated working time, compared with 0·29 per cent for December 1954 and 0·19 per cent for January 1954.

Of the 16 stoppages in existence during January, two were settled in favour of the workers, three in favour of the employers and four were compromise settlements. At the end of the month seven disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in November 1954 was 179 and 19 were still in progress from the previous month, making a total of 198 during the month. In all stoppages of work in progress 48,500 workers were involved and a time loss of 304,000 days caused.

Of the 179 disputes leading to stoppages of work that began in November, 11, directly involving 2,500 workers, arose over demands for advances in wages, and 63, directly involving 7,400 workers, over other wage questions; seven, directly involving 900 workers, over questions as to working hours; 19, directly involving 2,300 workers, over questions respecting the employment of particular classes or persons; 77, directly involving 9,000 workers, over other questions respecting working arrangement; and two, directly involving 9,900 workers, over questions of trade union principle.

New Zealand

The New Zealand Abstract of Statistics for November 1954 reported a total of 19 work stoppages resulting from industrial disputes during the second quarter of 1954, involving 5,058 workers, with a time loss of 6,357 working days. In the third quarter of 1954 there were 17 stoppages, 4,284 workers involved and a loss of 3,202 days.

*See Tables G-1 and G-2 at back of book.

Prices and the Cost of Living*

Consumer Price Index, February 1, 1955

The Consumer Price Index declined slightly, from 116·4 to 116·3, between January 3 and February 1; a drop of 0·6 points in the food index was responsible. It was the third successive monthly drop.

The food index declined from 112·1 to 111·5 as decreases in the price of coffee, lard, eggs, beef and pork outweighed increases in tea, oranges and fresh vegetables. Clothing remained unchanged at 108·1 as small scattered increases and decreases balanced each other. Prices were steady within household operation and the group index again stood at 117·1. Other commodities and services advanced 0·1 points to 118·3 under the influence of higher hospital rates in Eastern Canada. The shelter component continued its gradual advance, moving from 128·4 to 128·5.

The index one year earlier (February 1, 1954) was 115·7. Group indexes on that date were: food 111·7, shelter 125·4, clothing 110·0, household operation 117·5, and other commodities and services 116·5.

City Consumer Price Indexes, January 1955

Consumer price indexes for four of the ten regional cities moved down between December 1 and January 3, three were unchanged and three were higher.

Shelter indexes were higher in five centres as rents advanced, while in the remaining five they were unchanged. Clothing series indexes were steady, while other commodities and services registered minor index changes in three centres. Group indexes for household operation moved down in St. John's and Winnipeg as a result of lower quotations for coal in the former and a few items of furniture and textiles in the latter.

Regional consumer price index point changes between December 1 and January 3 were as follows: Edmonton-Calgary —0·4 to 114·6; St. John's —0·3 to 102·6†; Halifax —0·2 to 114·3; Saint John —0·1 to 117·4; Montreal +0·1 to 117·1; Toronto +0·1 to 118·9; Vancouver +0·1 to 118·4. Ottawa, Winnipeg and Saskatoon-Regina remained unchanged at 117·0, 115·5 and 113·9 respectively.

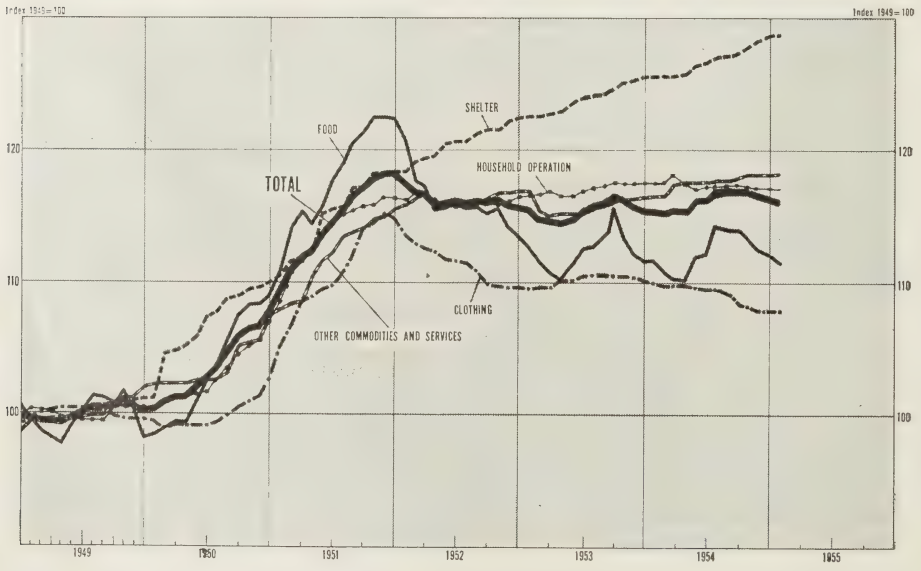
Wholesale Prices, January 1955

Canada's general wholesale price index rose 0·2 per cent in January to 215·7 from 215·3 in the preceding month but declined 1·9 per cent from last year's corresponding figure of 219·8. Five of the eight major sub-groups moved up from December.

See Tables F-1 and F-2 at back of book.

†On base, June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Leading in the upward trend, the vegetable products sub-group index rose to 197·2 from 195·9. The animal products group index moved up 0·5 per cent to 226·5 from 225·3.

Outweighing a small decline in pig iron, increases in steel scrap were reflected in a rise in the iron and its products index to 214·5 from 213·5. In the non-metallic minerals, the index rose 0·3 per cent to 176·4 from 175·9.

The wood, wood products and paper index rose to 289·7 from 289·3. Fibres, textiles and textile products, which recorded the largest group change, moved down 1·3 per cent to 224·0 from 226·9.

Chemicals and allied products as a group receded 0·2 per cent to 176·6 from 176·9. In the non-ferrous metals group the index remained unchanged at 170·6.

Canadian Farm Prices at terminal markets advanced 0·9 per cent to 206·5 from 204·7 in January. Animal products rose 1 per cent to 248·4 from 245·9 as gains in western steers, calves and lambs were supported by increases in western eggs and in eastern fowl and cheese milk. Lower prices were noted for steers and eggs in eastern markets. Field products rose 0·6 per cent to 164·5 from 163·5, reflecting increases in Ontario wheat, eastern and western rye, flax, and western potatoes, which were partially offset by decreases in eastern potatoes.

Residential Building Materials—The index declined 0·1 per cent to 278·5 from 278·7 in December as price decreases for building paper, asphalt shingles, roofing felts and roofing pitch more than outweighed increases in spruce lumber, cedar bevel siding, cedar shingles, sand and gravel. Non-residential building materials index stood at 121·1, up 0·6 per cent from December's 120·4. There were increases in sand, gravel and crushed stone, lumber and electrical conduit but a decline in roofing materials.

U.S. Consumer Price Index, December 1954

At mid-December, the United States consumer price index (1947-49=100) stood at 114·3, the lowest point for the year, after a drop from November's 114·6. At the beginning of 1954 the index was 115·2.

U.K. Index of Retail Prices, November 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour rose again between mid-October and mid-November, from 108·7 to 109·2 (Jan. 1952=100). It was the highest point reached during 1954.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 79.

Absenteeism

1. **Bureau of National Affairs, Washington, D.C.** *Computing Absenteeism Rates.* Washington, c1954. Pp. 17.

2. **Bureau of National Affairs, Washington, D.C.** *Control of Absenteeism.* Washington, 1954. Pp. 17.

Arbitration, Industrial

3. **Canada. Board of Conciliation and Investigation in the matter of . . . A Dispute affecting Seafarers' International Union of North America, Canadian District, Applicant, and British Columbia Coast Steamship Service (C.P.R.) Canadian National Steamships and Union Steamships Limited, Respondent.** *Report and Minority Report.* Ottawa, Dept. of Labour, 1954. Pp. 3. Majority report signed by Philip Fleming, chairman; Minority report signed by Hugh Smith, Union nominee.

4. **Canada. Board of Conciliation and Investigation in the matter of Seafarers' International Union of North America, Canadian District and Anticosti Shipping Company, Montreal.** *Report and Minority Report.* Ottawa, Dept. of Labour, 1954.

2 parts. Majority report signed by Mr. Justice Andre Montpetit, chairman; Minority report signed by John McGough, Union nominee.

Biographies

5. **Chrysler, Walter Percy.** *Life of an American Workman,* by Walter P. Chrysler in collaboration with Boyden Sparks. New York, Dodd, Mead, 1950. Pp. 219. An autobiography.

6. **Kilman, Edward W.** *Hugh Roy Cullen: a Story of American Opportunity,* by Ed. Kilman and Theon Wright. New York, Prentice-Hall, 1954. Pp. 376. Biography of the Texas oil industrialist and philanthropist.

7. **McCarthy, Margaret.** *Generation in revolt.* London, Heinemann, 1953. Pp. 276. The author tells why she joined the British Communist Party and why she eventually quit it.

Civil Service

8. **American Assembly.** *The Federal Government Service: Its Character, Prestige, and Problems.* Research, Reports and Background Papers prepared for the Use of Participants in the Sixth American Assembly, Arden House, Harriman Campus of Columbia University, Harriman, New York, October 7-10, 1954. Final Edition. New York, Graduate School of Business, Columbia University, 1954. Pp. 189.

9. **Institute of Public Administration of Canada.** *Proceedings of the Fifth Annual Conference . . . Saskatoon, September 9-12, 1953.* Edited by Philip T. Clark. Toronto? 1954? Pp. 463.

Economic Conditions

10. **Council for Technical Co-operation in South and South-East Asia.** *The Colombo Plan; Technical Co-operation Scheme; Report for 1953-1954.* London, H.M.S.O., 1954. Pp. 28.

11. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Sweden; Economic and Commercial Conditions in Sweden.* December 1953. London, H.M.S.O., 1954. Pp. 218.

12. **Organization for European Economic Co-operation.** *OEEC Statistical Bulletins: Definitions and Methods.* 2nd ed. Paris, 1953-1954. 2 Volumes. Contents.—Pt. 1. Industrial Production.—Pt. 2. Population and Manpower, Internal Trade, Prices and Wages, Finance.

13. **Roose, Kenneth D.** *The Economics of Recession and Revival; an interpretation of 1937-38.* New Haven, Yale University Press, 1954. Pp. 280.

14. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *International Cooperation in a Latin American Development Policy . . .* Prepared for the Meeting of Ministers of Finance or Economy, as the IVth Extraordinary Meeting of the Inter-American Economic and Social Council of the Organization of American States, to be held at Rio de Janeiro, November 1954. New York, United Nations, 1954. Pp. 147.

Employees' Benefit Plans

15. **Bureau of National Affairs, Washington, D.C.** *Administration of Health and Welfare Plans.* Washington, 1954. Pp. 21.

16. **Cochrane, Howe Preston.** *Scientific Employee Benefit Planning: Pensions, Profit-Sharing, and Stock Bonuses.* Boston, Little, Brown, 1954. Pp. 354.

17. **Goldstein, Meyer M.** *Pension and Profit Sharing Plan Fundamentals,* based on an address before Union League Club Tax Group, Philadelphia, Pa., April 23, 1948. New York, Pension Planning Company, c1948. Pp. 8.

Employment Management

18. **Bellows, Roger Marion.** *Employment Psychology: the Interview,* by Roger M. Bellows with the assistance of M. Frances Estep. New York, Rinehart, 1954. Pp. 295.

19. **Office Management Conference, University of Illinois. 2nd, 1953.** *Executive Management in the Office.* Proceedings of the Second Annual Office Management Conference at the University of Illinois, Illini Union Building, November 17-18, 1953. Urbana, 1953. Pp. 69.

20. **Personnel Management Conference, University of Illinois. 6th, 1954.** *Building Employee Productivity.* Proceedings of the Sixth Annual Personnel Management Conference, University of Illinois, Urbana, January 13-14, 1954. Urbana, 1954. Pp. 74.

21. **U.S. Department of the Army.** *Supervisor Development Program Basic Course; restudying a Job.* Washington, G.P.O., 1954. Pp. 11.

22. **U.S. President's Committee on Employment of the Physically Handicapped.** *The Story of the Exposition and Parade of Progress on Rehabilitation and Employment of the Physically Handicapped, Departmental Auditorium, Washington, D.C., April 28-30 1954.* Washington, U.S. Dept. of Labor, 1954. Pp. 20.

Employment Stabilization

23. **Bureau of National Affairs, Washington, D.C.** *Employment Stabilization.* Washington, 1954. Pp. 29.

24. **International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.** *Full Employment: Key to Abundance, Progress, Peace;* prepared for the National UAW-CIO Full Employment Conference, together with the program adopted by the Conference. Hotel Statler, Washington, D.C., December 6-7, 1953. Detroit, 1954. Pp. 48.

Industrial Health

25. **Canada. Department of National Health and Welfare. Industrial Health Division.** *A Guide to the Diagnosis of Occupational Diseases; a Reference Manual for Physicians.* Compiled jointly by the staffs of the Industrial Health Division, Department of National Health and Welfare and the Division of Industrial Hygiene, Department of Health for Ontario. Ottawa, King's Printer, 1949. Pp. 317.

26. **Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying, Geneva, 1952.** *Record of Proceedings.* Geneva, International Labour Office, 1954. 3 Volumes. At head of title: Industrial Labour Organization.

27. **U.S. Bureau of Labor Standards.** *Chlorine; Safe Practices can prevent Injury from Chlorine.* Washington, G.P.O., 1954. Pp. 16.

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28. **Illinois. University. Institute of Labor and Industrial Relations.** *Labor-Management Relations in Illini City.* Champaign, Ill., 1953-1954. 2 Volumes. Contents.—v. 1. The case studies by W. E. Chalmers, and others.—v. 2. Explorations in comparative analysis, by W. E. Chalmers, and others.

29. **International Labour Office.** *Practical Methods of Labour-Management Co-operation in Metal Working Plants.* Third Item on the Agenda. Geneva, 1954. Pp. 148. At head of title: Report 3. International Labour Organization. Metal Trades Committee. Fifth session, Geneva, 1954.

30. **Richardson, John Henry.** *An Introduction to the Study of Industrial Relations.* London, Allen & Unwin, 1954. Pp. 442.

Insurance, Unemployment

31. **Pennsylvania. Bureau of Employment Security.** *Marginal Eligibility of Unemployment-Compensation Claimants, a Special Analysis.* Harrisburg, 1954. Pp. 7.

32. **U.S. Bureau of Employment Security.** *Comparison of State Unemployment Insurance Laws as of August 1954.* Washington, G.P.O., 1954. Pp. 131.

Labour Conditions -- Professional workers

33. **Canada. Department of Labour. Economics and Research Branch.** *Survey of Industrial Requirements for Professional Personnel, 1952-1956.* The Economics and Research Branch, Department of Labour in co-operation with Executive & Professional Division, National Employment Service, Unemployment Insurance Commission. Ottawa, 1954. 1 Volume. (Various pagings).

34. **International Labour Office.** *Conditions of Employment of Teaching Staff.* Third Item on the Agenda. Geneva, 1954. Pp. 125. At head of title: Report 3. International Labour Organization. Advisory Committee on Salaried Employees and Professional Workers. Third session, Geneva, 1954.

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35. **Auerbach, Irving.** *Are Unions Necessary?* San Francisco, Irving and Myrtle Auerbach, 1954. Pp. 229. The author is a Motion Picture writer and producer and a union member. He tells from personal experience why a worker should belong to a union.

36. **Canadian Congress of Labour.** *Proceedings of the Fourteenth Annual Convention, Toronto, September 27-October 1, 1954.* Ottawa, 1954. Pp. 124, 118.

37. **Mapes, John G.** Men and Unions: *The Employees of Industry discuss the Good Points of their Unions, also What They dislike about Them.* New York, Group Attitudes Corporation, 1953. Pp. 35. Group Attitudes Corporation conducted a survey of nearly 2,000 hourly union and non-union workers to see what they liked, or disliked, about unions.

38. **Williams, Francis.** *Magnificent Journey; the Rise of the Trade Unions.* London, Odhams Press, 1954. Pp. 448. A history of British trade unions.

Labour Supply

39. **Chamber of Commerce of the United States of America. Economic Research Department.** *Investment for Jobs.* Washington, 1954. Pp. 29.

40. **U.S. Bureau of Labor Statistics.** *Fact Book on Manpower.* Washington, G.P.O., 1954. Pp. 88.

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41. **Briggs, Asa.** *Workers' Education for International Understanding;* A Study sponsored by the International Federation of Workers' Educational Associations. Paris, Education Clearing House, 1954. Pp. 42.

42. **Farmer-Labour-Teacher Institute.** *Our Livelihood: What are the Facts and Fables? 8th Report, June 30-July 3, 1954, Qu'Appelle Valley, Fort Qu'Appelle, Sask.* Regina, 1954. Pp. 23.

43. **The Guardian, Windsor, Ont.** *The Cost of Modest Living for a Year in Windsor, Ontario as of January 31st, 1954: the First City Family Budget ever priced in Windsor: A "Guardian" project.* Windsor, 1954. Pp. 20.

44. **Hilton, W. S.** *Building by Direct Labour, a National Survey.* London, Amalgamated Union of Building Trade Workers, 1954. Pp. 191.

45. **International Labour Office.** *Vocational Guidance in France.* Geneva, 1954. Pp. 134.

46. **Labour Party (Great Britain).** *Report of the 53rd Annual Conference held in ... Scarborough, September 27th to October 1, 1954.* London, 1954. Pp. 266.

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48. **Wright, Leslie C.** *Scottish Chartism.* Edinburgh, Oliver and Boyd, 1953. Pp. 242.

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50. **European Productivity Agency.** *Annual Report, 1953-54.* Paris, Organization for European Economic Co-operation, 1954. 2 Parts (47, 42p.)

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55. **Garbarino, Joseph W.** *Guaranteed Wages.* Edited by Irving Bernstein. Berkeley, University of California, Institute of Industrial Relations, c1954. Pp. 61.

56. **Marquette University, Milwaukee. Bureau of Business and Economic Research.** *Wage Payment Plans; a Survey of the Types of Wage Payment Plans used in May 1953 by Milwaukee County Manufacturing Firms hiring Twenty or More Employees,* by Douglas C. Basil and Elam E. McElroy. Milwaukee, 1954. Pp. 55.

57. **U.S. Bureau of Labor Statistics.** *Technical Note on Hours and Earnings in Non-Agricultural Industries.* Washington, 1954. Pp. 8.

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58. **International Council of Democratic Socialist Women.** *Problems of Mothers at work outside the Home; Report from English Language Discussion Group,* by Mabel Crout. n.p. 1954. Pp. 4. At head of title: International Women's School, Oslo, 1954.

59. **International Council of Democratic Socialist Women.** *Social Problems of Married Women in Industry; Questions for discussion,* by Mary Sutherland. n.p., 1954. Pp. 4. At head of title: Summer School, Oslo, August, 1954.

60. **International Labour Office.** *Placement of Women by Public Employment Services.* Report 3. Geneva, 1951. Pp. 19. At head of title: MEW/1/3. Meeting of Experts on Women's Work, Geneva, 11-15 December 1951.

61. **International Labour Office.** *Problems of the Vocational Training of Girls and Women.* Report 2. Geneva, 1951. Pp. 31. At head of title: MEW/1/2. Meeting of Experts on Women's Work, Geneva, 11-15 December 1951.

62. **International Labour Office.** *Trends in Women's Employment.* Report 1. Geneva, 1931. Pp. 36. At head of title: MEW/1/1. Meeting of Experts on Women's Work, Geneva, 11-15 December 1951.

63. **National Conference of Labour Women.** *Report of the Thirty-First National Conference of Labour Women*

held at ... Eastbourne on April 6, 7 and 8, 1954. London, Labour Party, 1954. Pp. 39.

Workmen's Compensation

64. **Illinois. Department of Labor. Division of Statistics and Research.** *Annual Report on Compensable Work Injuries, 1953. Part II. Compensation Cases closed.* Springfield, 1954. Pp. 36.

65. **Nebraska. Workmen's Compensation Court.** *Twelfth Annual Report, July 1, 1953 to June 30, 1954.* Lincoln, 1954. Pp. 22.

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66. **Bowman, Hank Wieand.** *Pioneer Railroads.* Greenwich, Conn., Fawcett Publications, c1954. Pp. 143. A history of early railroads in the U.S.

67. **Chase, Stuart.** *Power of Words,* by Stuart Chase in collaboration with Marian Tyler Chase. 1st ed. New York, Harcourt, Brace, 1954. Pp. 308.

68. **Drucker, Peter Ferdinand.** *The End of Economic Man; a Study of the New Totalitarianism;* with an introduction by H. N. Brailsford, New York, John Day Company, c1939. Pp. 268. The author says, "In this book I have made an attempt to explain and interpret fascism and Nazism as fundamental revolutions".

69. **Drucker, Peter Ferdinand.** *The Future of Industrial Man, a Conservative Approach.* New York, John Day Company, 1942. Pp. 298. The author presents his idea of industrial society.

70. **International Labour Office.** *General Report, prepared for the Metal Trades Committee.* First Item on the Agenda. Geneva, 1954. 2 Volumes. At head of title: Report 1. Item 1(a) and (b)—Item 1(c) International Labour Organization. Metal Trades Committee. Fifth session, Geneva, 1954. Contents.—Item 1(a) and (b). Effect given to the conclusions of the previous sessions.—Item 1(c). Recent events and developments in the metal trades.

71. **Lukas, Edwin J.** *Civil Rights and Civil Liberties,* by Edwin J. Lukas, and Theodore Leskes. New York, National Labor Service, 1954. Pp. 11.

72. **Newsprint Association of Canada.** *Newsprint Date: 1954; Statistics of World Supply and Demand.* Montreal, 1954. Pp. 28.

73. **Roosevelt, Eleanor (Roosevelt).** *Women and the United Nations.* London, United Nations Association, 1954. Pp. 16.

74. **Varcoe, Frederick Percy.** *The Distribution of Legislative Power in Canada.* Toronto, Carswell Co., Ltd., 1954. Pp. 270.

Microfilms of Current Canadian Labour Papers Available from Department's Library

Microfilms of the labour papers listed below* can be borrowed on regular inter-library loan, free of charge. With the consent of the publishers, positive film will be supplied at the price of 9 cents per foot, delivered.

Reels of film will not be split to supply specific dates, but must be purchased as they are reeled. Information on the breaking points and footage for any title will be supplied on request.

The years given in the list indicate the part of the file already filmed. Future years of each title will be filmed as soon as sufficient issues accumulate.

When ordering, list title and place of publication. Payments should be made to the Receiver General of Canada.

Any film found to be unsatisfactory may be returned for replacement or refund.

*A list of defunct labour papers on microfilm is available on request.

The Library would appreciate co-operation in locating source of issues missing from the titles listed below.

L'Aguilleur, Montreal. Amalgamated Clothing Workers of America. v. 1, no. 1-v. 14, no. 12, Feb. 22, 1939-Dec. 1953. 42 ft. Lacks: Mar. 1945; May 1945-Feb. 1948; Aug.-Nov. 1948; Dec. 1949; ? 1950.

B.C. District Union News. Vancouver. British Columbia District Union, International Union of Mine, Mill and Smelter Workers. v. 1-v. 7, June 28, 1944-Feb. 11, 1952. 52 ft. Lacks: June 10, 1944; May 1947; Feb.-Apr. 1949.

B.C. Lumber Worker. Vancouver. International Woodworkers of America. v. 4-v. 21, no. 24, April 14, 1934-2nd issue, Dec. 1953. 206 ft. Lacks: ? — Mar. 1934; May 1934; Aug. 1934; Dec. 8, 1934; June 30, Aug. 8 & Dec. 2, 1936; Mar. 10 & Aug. 11, 1937; Sept. 23, 1946; Oct. 21, 1946-Jan. 13, 1947; Feb. ? 1947; May 19-June 16, 1947.

Canadian Labour. Ottawa. (Formerly C.C.L. Labour) Canadian Congress of Labour. v. 1-v. 4, Oct. 1949-Sept. 1953. 38 ft.

Canadian Labour Press. Montreal. Allied Trades and Labor Association of Ottawa. v. 1-v. 35, Feb. 15, 1919-Dec. 31, 1953. 415 ft.

De Haviland Aircraft Worker. Toronto. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. 1, no. 12-25, Feb. 24, 1943-July 2, 1943. 2 ft. Superseded by Amalgamated Aircrafter.

La Defence. Montreal. Quebec Provincial Council of T.L.C. Federal Labour Unions. v. 1-v.5, no. 7, April 1948-June 1953. 35 ft.

Federated Railwayman. Montreal. American Federation of Labour, Railway Employees Department. v. 3-v. 19, Jan. 1926-1953. 160 ft. Lacks: 1925; Nov. 1947; Nov. 1948.

The Fisherman. Vancouver. Pacific Coast Fisherman's Union and Salmon Purse Seiners' Union. v. 1-v. 15, Mar. 11, 1937-1953. 283 ft. Lacks: Feb. ? July 3, 1937; Sept.-Dec. 1944.

Ford Facts. Windsor. U.A.W.-C.I.O. v. 2-v. 10, no. 24; Dec. 3, 1942-Dec. 18, 1953. 80 ft. Lacks: v. 1-v. 2, no. 14, 1941-42; v. 2, no. 69, 1944; v. 3, no. 7, 1946; v. 7, no. 16, 1950. Suspended July 25, 1952-Jan. 9, 1953.

L'Imprimeur. Montreal. Ouvriers Syndiques de l'Imprimerie. 1st yr., no. 1-17th yr., no. 8, Apr. 1936-Dec. 1953. 75 ft. Lacks: May-Dec. 1947; Dec. 1952.

Justice. Montreal. International Ladies' Garment Workers' Union. v. 1-v.10, Jan. 1937-Dec. 1951. 40 ft. Lacks: Apr. 1938; Oct. 1942; May-Sept. ? 1944; Oct.-Nov. ? 1945.

The Labour Leader. Toronto. Labor Leader Publishing Co. v. 1-v. 34, June 27, 1919-1953. 429 ft.

The Labor News. Hamilton. Labor News Publishing Co. v. 1-47th yr., Jan. 5, 1912-Dec. 1953. 375 ft. Lacks: 1913; Aug. 20, 1915; Feb. 9, 1917; Dec. 29 ? 1917; Aug. 1921; 1924; Jan. 1934; Feb. 1935; May, July, Sept., Nov., 1935; July 1940; Positive: Jan. 29, 1936-Dec. 22, 1945.

Labor Statesman. Vancouver. Vancouver, New Westminster and District Trades and Labor Council. Nos. 1-636, Apr. 25, 1924-Dec. 1951. 335 ft. Lacks: Sept. 18, 1931.

The Labor World (Le Monde Ouvrier). Montreal. La Fédération du Travail du Québec. v. 1-38th yr., Mar. 18, 1916-Dec. 1953. 796 ft. Lacks: Sept. 26, 1925; Oct. 2, Nov. 20, Dec. 4, 1943; April 1, May 20, Nov. 4, 1944; Nov. 1946; 1947.

Local 439 News. Toronto. United Automobile, Aircraft and Agricultural Implement Workers. v. 1, no. 1-v. 7, no. 7, Mar. 9, 1944-Dec. 6, 1951. 26 ft. Lacks: v. 1, no. 3, May, 1944; v. 2, no. 12, 1946; v. 2, no. 14, 1946; v. 2, no. 16, 1946; v. 4, nos. 5-6, 1948; v. 4, nos. 8-10, 1948; v. 4, no. 12, 1948; v. 5, nos. 1-7, 1949; v. 5, nos. 9-12, 1949; v. 5, no. 14, 1949; v. 6, nos, 1-5, 1950; v. 6, nos. 7-10, 1951; v. 7, no. 1, 1951; v. 7, nos. 5-6, 1951.

The New Lead. Toronto. Toronto Newspaper Guild, Local 87. v. 1, nos. 1-6, July 1940-Aug. 1941. N.S.: v. 1, no. 3-v. 5, no. 9, Oct. 1948-Nov.-Dec. 1953. 30 ft. Lacks: N.S.: v. 1, no. 1 & 2, Aug. & Sept. 1948.

Nouvelles Ouvrieres. Montreal. Canadian Congress of Labour. v. 5, no. 1/2-v. 10, no. 12, Feb. 1948-Dec. 1953. 40 ft. Lacks: v. 5, nos. 10-12, Oct.-Dec. 1948; v. 6, no. 1, Jan. 1949; v. 6, no. 8, Aug. 1949; v. 7, no. 1, Jan. 1950; v. 7, no. 11, Nov. 1950.

195 News. Brampton, Ont. International Association, United Automobile, Aircraft and Agricultural Implement Workers of America. v. 1-v. 3, no. 12, Feb. 10, 1950-July 25, 1952. 36 ft. Supersedes Local 195 News. Superseded by The Guardian. Lacks: Aug. 17-Aug. 31, 1951.

The Oshaworker. Oshawa. United Automobile, Aircraft and Agricultural Implement Workers of America. v. 3-v.11, no. 21, Jan. 17, 1945-Dec. 17, 1953. 75 ft. Lacks: 1942-Jan. 1945; Feb. 1945; Jan. 2, 1946.

Packinghouse Worker. Canadian Edition. Chicago. United Packinghouse Workers of America. v. 1-v. 2, 1952-1953. 38 ft.

The Postal Tribune (La Tribune Postale). Montreal. Canadian Postal Employees Association and Federated Association of Letter Carriers. v. 5-v. 19, Apr. 1938-Dec. 1951. 200 ft. Lacks: 1934-Mar. 1938; Feb.-Sept. 1945.

The Printing Workers Courier. Montreal. Printing Pressmen and Assistants' Union. v. 1-v. 14, June 1939-May/June 1953. 123 ft.

Steel Labor. Canadian Edition. Indianapolis. United Steelworkers of America. v. 3-v. 18, Dec. 23, 1938-1953. 160 ft. Lacks: Apr.-May 1941; May-Nov. 1944.

Steel Shots. Hamilton Ont. United Steelworkers of America, Local 1005. v. 1-v. 3, no. 11, Sept. 1951-Dec. 1953. 10 ft.

Textile Labor. Canadian Edition. New York. Textile Workers Union of America. v. 12, no. 10-v. 14, no. 24, May 19, 1951-Dec. 19, 1953. 90 ft.

Transport. Montreal. Canadian Brotherhood of Railway Employees and Other Transport Workers. v. 1-v. 4, Dec. 1949-1953. 30 ft.

Le Travail. Montreal. Confédération des Travailleurs Catholiques du Canada. v. 1-v. 27, Nov. 1924-Jan. 8, 1954. 375 ft. Supersedes La Vie Syndicale and Le Travail et la Vie Syndicale. Lacks: Dec. 1931; Jan. 1932; 1941; Sept. 1942.

U.E. Canadian News. Toronto. United Electrical, Radio and Machine Workers of America. v. 3, no. 18-v. 12, no. 96, Nov. 21, 1944-Dec. 18, 1953. 113 ft. Lacks: ?-Nov. ?, 1944; Sept. 12, 1947; Sept. 17 ?, 1947.

United Automobile Worker. Canadian Edition. Windsor. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. 8-v. 17, Jan. 1, 1944-Dec. 1953. 150 ft.

The United Worker. Ocean Falls, B.C. International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Pulp, Sulphite Local 312: Paper Makers Local 360. v. 4, no. 1-v. 9, no. 11, Dec. 1947-Oct. 1953. 45 ft. Lacks: v. 1-v. 3, 1944-1946; v. 4, no. 3 & 4, Feb. & Mar. 1948; v. 5, no. 11, Oct. 1949; v. 7, No. 7, June 1951; v. 9, no. 12, Nov. 1953.

U.S. Court of Appeals Reverses NLRB Ruling

A union may not be deprived of its compliance status under the Taft-Hartley Act even if the membership is aware of the falsity of a non-Communist affidavit filed by one of its officers, the United States Court of Appeals for the District of Columbia ruled recently. The ruling, which affects the program of the National Labour Relations Board to challenge the compliance status of allegedly left-wing unions, follows a decision by the Board in which the independent Mine, Mill and Smelter Workers Union had been declared out of compliance with the law's filing requirements (L.G., Feb., p. 190).

In the latter case, the NLRB found that Mine-Mill Secretary-Treasurer Maurice E. Travis had admitted in the union's newspaper that his affidavit was false and that the union membership was aware of this when it retained Travis in office. In the present case, the Board had rejected a 1954 non-Communist affidavit filed by Ben Gold, President of the International Fur and Leather Workers Union, because he had been convicted of filing a false affidavit in 1950. It drew the conclusion that the union membership was aware of the falsity of this affidavit because of the conviction.

The court ruled that the Board's absence of authority to deprive a union of its compliance status could not be supplied by membership awareness of the falsity of the affidavit. It said that as Congress "explicitly provided" a criminal penalty for false non-Communist affidavits, it was "for Congress, not the Board, to provide new ones."

Two weeks following the NLRB's order of February 1 revoking the Mine, Mill and Smelter union's compliance status, Mr. Travis submitted his resignation as Secretary-Treasurer of the organization. In accepting his resignation, the union executive announced that it would redouble its campaign "to defend Brother Travis against the false and baseless charges that have been made against him".

NOTICE

Because costs of publishing the *Labour Gazette* continue to increase, it has become necessary to increase the subscription rates. The *Labour Gazette* announces with regret that, beginning with the April 1955 number, annual subscriptions will be at the rate of $2.00 per subscription, and group subscriptions at the rate of $1.00 per subscription for five or more subscriptions. The price of single issues and bound volumes remains unchanged at 25 cents per single copy and $5.00 per bound volume, delivered in Canada. The subscription rate for delivery to other countries will be $4.00 per annum; single copies, 50 cents; and bound volumes, $7.00.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 11, 1954

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
	(1)				(1)		
Both Sexes	5,414	96	413	1,554	1,983	928	440
Agricultural	808	*	49	178	247	303	29
Non-Agricultural	4,606	94	364	1,376	1,736	625	411
Males	4,179	77	323	1,197	1,490	755	337
Agricultural	775	*	46	173	234	294	26
Non-Agricultural	3,404	75	277	1,024	1,256	461	311
Females	1,235	19	90	357	493	173	103
Agricultural	33	*	*	*	13	*	*
Non-Agricultural	1,202	19	87	352	480	164	100
All Ages	5,414	96	413	1,554	1,983	928	440
14—19 years	516	12	48	186	161	81	28
20—24 years	707	16	51	231	239	122	48
25—44 years	2,524	43	178	724	931	434	214
45—64 years	1,457	22	115	367	567	254	132
65 years and over	210	*	21	46	85	37	18
Persons with Jobs							
All status groups	5,167	91	392	1,460	1,908	897	419
Males	3,962	72	303	1,117	1,424	728	318
Females	1,205	19	89	343	484	169	101
Agricultural	800	*	48	178	244	299	29
Non-Agricultural	4,367	89	344	1,282	1,664	598	390
Paid Workers	3,954	74	305	1,140	1,545	537	353
Males	2,857	57	223	828	1,099	388	262
Females	1,097	17	82	312	446	149	91
Persons Without Jobs and Seeking Work							
Both Sexes	247	*	21	94	75	31	21
Persons not in the Labour Force							
Both Sexes	4,939	150	445	1,352	1,613	929	450
Males	972	50	96	232	288	199	107
Females	3,967	100	349	1,120	1,325	730	343

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended December 11, 1954		Week Ended November 20, 1954		Week Ended December 12, 1953	
	Total	Seeking Full-time Work(1)	Total	Seeking Full-time Work(1)	Total	Seeking Full-time Work(1)
Total looking for work	269	258	232	223	206	182
Without jobs	247	238	214	205	191	171
Under 1 month	85	.....	75	.....	80	.....
1— 3 months	104	.....	82	.....	82	.....
4— 6 months	33	.....	29	.....	19	.....
7—12 months	17	.....	18	.....	*	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	22	20	18	18	15	11
1—14 hours	*	*	*	*	*	*
15—34 hours	16	14	13	13	10	*

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1945–1952 Total (1)	34,461	159,030	414,663	128,798	75,048	812,000	326,105
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total	3,849	28,419	83,029	26,638	12,292	154,227	64,551

(1) Newfoundland is not included from 1945 to 1948 inclusive, it has been included since that time.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1951–1952 Totals	11,055	12,217	.....	.....	.....	42,861	.....	.....	.....	6,928	199,815
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376

Due to changes in occupational classifications comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

Source: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1953—November	77	328	76	256	224	35	996
December	71	333	69	255	225	35	988
1954—January	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010
August	83	323	76	261	235	36	1,014
September	84	326	78	263	244	35	1,030
October	86	323	82	265	244	36	1,036
November	83	321	77	265	246	36	1,028

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,530,199.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·3	138·8	59.61	105·5	149·7	141·1	62.04

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953
(a) Provinces						
Newfoundland	137·8	141·1	141·2	54.13	53.85	54.54
Prince Edward Island	120·5	121·5	121·1	43.59	44.08	43.84
Nova Scotia	98·6	101·2	100·2	49.58	49.09	49.26
New Brunswick	101·9	98·9	102·3	50.76	50.85	48.80
Quebec	113·7	113·5	114·6	57.30	57.21	55.62
Ontario	110·9	110·8	114·8	61.92	62.22	60.28
Manitoba	107·5	107·9	108·8	56.97	57.50	55.03
Saskatchewan	123·4	123·9	122·7	57.09	57.71	54.71
Alberta	133·1	133·6	130·1	61.68	62.21	59.71
British Columbia	107·2	110·3	107·1	64.97	65.05	64.85
Canada	**112·1**	**112·5**	**114·1**	**59.61**	**59.78**	**58.13**
(b) Metropolitan Areas						
St. John's	102·4	119·8	118·7	45.21	44.71	42.52
Sydney	93·0	93·3	98·6	59.81	59.97	63.55
Halifax	114·4	113·4	119·1	47.52	47.47	46.15
Saint John	96·7	97·2	100·4	47.65	46.92	45.56
Quebec	112·3	114·0	112·3	49.53	49.25	48.33
Sherbrooke	104·3	104·0	101·0	49.41	50.25	48.08
Three Rivers	102·7	106·1	104·2	55.54	54.94	53.97
Drummondville	73·2	72·6	73·1	53.68	53.03	51.22
Montreal	112·5	110·7	115·0	58.25	58.15	56.67
Ottawa—Hull	112·6	112·8	110·6	54.50	55.00	51.88
Peterborough	93·9	94·4	102·5	62.76	62.57	62.14
Oshawa	139·5	130·9	118·2	68.53	69.63	61.70
Niagara Falls	125·0	129·5	161·3	66.36	65.81	69.40
St. Catharines	113·1	113·1	117·0	69.15	69.36	65.96
Toronto	121·5	120·7	123·4	62.90	63.26	61.00
Hamilton	102·3	103·8	110·8	63.32	63.98	62.51
Brantford	81·4	82·1	79·7	58.58	59.39	56.84
Galt	95·5	96·4	107·3	54.56	55.14	54.55
Kitchener	104·1	103·9	110·9	57.34	57.56	54.89
Sudbury	132·6	133·1	138·9	72.83	73.29	71.80
London	110·7	111·3	113·1	57.56	57.68	55.05
Sarnia	114·5	114·5	119·2	74.44	74.16	73.84
Windsor	77·3	74·6	104·5	69.52	69.56	68.83
Sault Ste. Marie	99·3	94·8	131·1	68.87	67.15	66.02
Ft. William—Pt. Arthur	108·1	108·5	120·2	61.23	61.04	60.18
Winnipeg	106·6	106·1	106·2	54.26	54.78	52.12
Regina	124·1	121·3	119·2	53.15	54.54	51.50
Saskatoon	122·3	123·1	125·6	53.66	54.67	51.34
Edmonton	154·4	155·2	148·4	59.59	59.69	56.64
Calgary	139·7	137·8	133·1	59.04	59.83	56.93
Vancouver	104·0	105·0	103·1	62.03	62.02	59.99
Victoria	113·6	113·0	113·5	58.03	59.20	57.90

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953
Mining	**112·7**	**112·9**	**105·1**	**72.70**	**72.56**	**72.01**
Metal mining	114·2	115·3	100·3	75.73	75.92	75.35
Gold	82·3	82·6	68·0	68.84	68.87	67.32
Other metal	144·0	145·8	130·0	79.40	79.65	79.21
Fuels	105·0	102·5	104·6	70.24	69.44	70.70
Coal	77·0	75·6	81·4	61.31	60.66	64.36
Oil and natural gas	198·1	191·8	182·2	81.75	80.90	80.17
Non-metal	129·5	133·8	128·9	66.77	66.90	63.45
Manufacturing	**105·5**	**106·3**	**110·9**	**62.04**	**61.89**	**60.29**
Food and beverages	108·6	113·2	107·1	54.84	53.79	53.79
Meat products	118·6	117·2	117·8	65.55	64.73	63.18
Canned and preserved fruits and vegetables	106·0	138·5	95·1	42.84	39.70	43.93
Grain mill products	106·3	108·6	103·4	59.59	59.49	58.57
Bread and other bakery products	103·4	104·4	106·4	52.19	52.41	51.71
Distilled and malt liquors	113·9	110·5	115·5	68.22	68.02	67.22
Tobacco and tobacco products	93·7	77·4	94·2	56.30	61.11	54.20
Rubber products	103·3	104·6	105·5	63.59	62.63	61.16
Leather products	85·5	84·1	91·6	42.02	41.38	41.10
Boots and shoes (except rubber)	87·1	85·8	91·7	39.16	38.57	38.95
Textile products (except clothing)	81·6	81·7	86·5	50.77	51.41	48.43
Cotton yarn and broad woven goods	80·5	81·2	86·0	47.12	48.79	44.43
Woollen goods	70·3	70·1	77·3	49.52	49.29	47.12
Synthetic textiles and silk	84·0	82·7	85·9	57.21	57.38	54.44
Clothing (textile and fur)	90·5	92·2	95·0	41.19	41.74	40.14
Men's clothing	93·5	95·2	100·8	39.48	40.48	38.85
Women's clothing	91·2	94·9	91·9	40.70	41.03	39.79
Knit goods	80·0	79·9	87·6	43.85	44.00	42.28
Wood products	99·5	103·3	97·7	55.75	56.04	53.90
Saw and planing mills	100·1	105·4	94·1	57.63	58.23	55.68
Furniture	104·8	105·6	108·2	53.95	53.50	51.99
Other wood products	87·6	89·8	94·9	49.92	49.78	49.81
Paper products	114·3	116·0	111·2	73.20	73.32	70.44
Pulp and paper mills	117·4	119·4	112·3	78.55	78.71	76.02
Other paper products	106·8	107·8	108·6	58.85	58.73	56.33
Printing, publishing and allied industries	112·0	111·5	109·1	66.47	66.26	64.05
Iron and steel products	94·9	94·5	108·0	68.50	68.45	66.72
Agricultural implements	45·2	45·6	65·8	68.49	68.31	66.46
Fabricated and structural steel	112·8	115·5	135·0	74.90	76.17	72.40
Hardware and tools	98·5	99·0	106·7	64.93	65.14	62.00
Heating and cooking appliances	98·3	99·7	96·4	62.66	62.63	59.01
Iron castings	84·2	84·5	95·2	67.51	67.51	66.98
Machinery mfg.	107·5	103·8	115·5	67.12	66.74	66.77
Primary iron and steel	95·4	94·7	114·3	72.56	72.60	70.56
Sheet metal products	104·1	105·9	110·9	66.76	66.41	63.07
Transportation equipment	119·8	118·6	144·9	70.86	70.51	68.39
Aircraft and parts	344·9	341·1	385·7	75.20	74.10	72.85
Motor vehicles	73·7	68·4	101·0	79.63	80.62	73.62
Motor vehicle parts and accessories	103·2	99·3	117·7	70.68	71.21	65.79
Railroad and rolling stock equipment	82·6	83·1	104·8	63.58	64.62	63.81
Shipbuilding and repairing	143·3	150·9	175·5	66.67	64.84	65.50
Non-ferrous metal products	102·3	119·7	118·7	70.54	70.71	68.22
Aluminum products	121·1	122·1	124·1	66.96	67.02	66.15
Brass and copper products	104·0	101·1	110·5	67.27	68.14	65.14
Smelting and refining	140·7	140·0	128·6	75.89	76.00	74.16
Electrical apparatus and supplies	133·4	133·4	141·6	67.00	66.75	65.26
Non-metallic mineral products	116·2	117·5	115·2	65.06	65.65	62.68
Clay products	105·6	106·6	104·4	62.44	61.85	59.97
Glass and glass products	115·2	115·1	120·2	62.44	63.34	60.98
Products of petroleum and coal	120·7	121·2	117·7	87.22	86.94	85.74
Chemical products	120·4	121·0	119·6	67.87	68.02	64.93
Medicinal and pharmaceutical preparations	108·0	108·5	105·7	62.19	62.40	59.08
Acids, alkalis and salts	116·0	117·3	121·2	75.86	76.05	70.56
Miscellaneous manufacturing industries	106·5	107·4	110·9	54.39	53.99	52.89
Construction	**119·6**	**124·0**	**122·7**	**61.64**	**61.61**	**61.81**
Buildings and structures	120·6	125·0	133·3	66.72	66.54	67.12
Highways, bridges and streets	117·9	122·3	105·4	53.40	53.63	50.88
Service	**110·6**	**112·0**	**108·4**	**40.11**	**39.73**	**38.11**
Hotels and restaurants	106·2	108·0	103·4	35.04	34.56	33.63
Laundries and dry cleaning plants	101·4	102·6	101·5	37.34	37.50	36.01
Industrial composite	**112·1**	**112·5**	**114·1**	**59.61**	**59.78**	**58.13**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1954	Nov. 1, 1954	Dec. 1, 1953	Dec. 1, 1954	Nov. 1, 1954	Dec. 1, 1953
Newfoundland	43·4	41·8	41·2	140·3	139·2	132·5
Nova Scotia	42·1	40·8	41·3	121·0	121·1	121·6
New Brunswick	41·6	42·3	41·9	126·4	125·1	122·4
Quebec	42·3	42·3	42·6	127·3	126·6	125·5
Ontario	40·8	41·0	40·8	148·1	147·5	145·4
Manitoba	40·4	41·1	40·1	135·7	134·6	134·4
Saskatchewan	40·4	40·8	41·1	145·4	147·2	140·9
Alberta	41·1	41·3	41·1	148·8	147·4	142·9
British Columbia	38·7	38·8	38·1	171·1	169·7	167·3

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (D.B.S.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953	Dec. 1 1954	Nov. 1 1954	Dec. 1 1953
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·8	43·8	43·9	158·5	158·4	157·3	69.42	69.38	69.05
Metal mining	44·9	45·0	45·1	162·6	162·8	161·2	73.01	73.26	72.70
Gold	46·8	46·9	46·7	139·1	138·3	133·9	65.10	64.86	62.53
Other metal	43·8	43·9	44·3	176·6	177·1	175·4	77.35	77.75	77.70
Fuels	41·6	41·1	42·2	155·1	154·2	157·0	64.52	63.38	66.25
Coal	40·3	40·1	41·6	149·7	148·4	153·8	60.33	59.51	63.98
Oil and natural gas	45·3	44·2	44·2	169·0	169·9	167·0	76.56	75.10	73.81
Non-metal	44·2	44·5	43·5	147·8	147·9	143·3	65.33	65.82	62.34
Manufacturing	41·2	41·3	41·2	141·2	140·5	138·4	58.17	58.03	57.02
Food and beverages	41·7	41·2	41·7	121·2	119·4	118·5	50.54	49.19	49.41
Meat products	41·0	40·9	40·2	152·2	149·8	147·8	62.40	61.27	59.42
Canned and preserved fruits and vegetables	39·5	38·1	39·3	96·0	93·3	98·1	37.92	35.55	38.55
Grain mill products	41·9	42·2	42·8	136·3	136·2	131·8	57.11	57.48	56.41
Bread and other bakery products	42·8	43·1	43·5	107·3	107·9	105·9	45.92	46.50	46.07
Distilled and malt liquors	41·0	40·7	41·4	152·1	153·0	149·8	62.36	62.27	62.02
Tobacco and tobacco products	39·5	40·5	39·7	131·9	141·2	130·6	52.10	57.19	51.85
Rubber products	41·9	41·1	40·2	144·4	144·7	145·1	60.50	59.47	58.33
Leather products	38·7	37·5	39·2	100·0	100·8	98·4	38.70	37.80	38.57
Boots and shoes (except rubber)	37·3	35·6	38·0	96·1	97·4	94·5	35.85	34.67	35.91
Textile products (except clothing)	42·2	42·8	40·5	110·2	110·6	108·5	46.50	47.34	43.94
Cotton yarn and broad woven goods	39·5	41·0	37·1	111·7	112·0	110·9	44.12	45.92	41.14
Woollen goods	44·0	43·5	41·6	103·9	104·2	103·4	45.72	45.33	43.01
Synthetic textiles and silk	45·4	45·5	44·1	114·7	115·4	111·6	52.07	52.51	49.22
Clothing (textile and fur)	37·7	38·3	37·2	97·8	98·3	96·6	36.87	37.65	35.94
Men's clothing	36·3	37·3	36·3	97·3	97·7	95·8	35.32	36.44	34.78
Women's clothing	35·4	36·1	34·9	100·5	101·6	99·5	35.58	36.68	34.73
Knit goods	41·0	41·2	39·9	97·9	98·0	97·2	40.14	40.38	38.78
*Wood products	42·1	42·5	42·2	127·5	127·3	123·0	53.68	54.10	51.91
Saw and planing mills	41·0	41·8	41·2	136·7	135·7	131·6	56.05	56.72	54.22
Furniture	44·2	43·9	43·9	115·7	115·3	112·4	51.14	50.62	49.34
Other wood products	43·4	43·1	43·2	108·1	108·6	108·5	46.92	46.81	46.87
Paper products	42·5	42·7	43·2	162·7	162·5	155·0	69.15	69.39	66.96
Pulp and paper mills	42·8	43·0	43·4	173·8	173·5	166·9	74.39	74.61	72.43
Other paper products	41·8	42·0	42·5	128·7	128·5	121·0	53.80	53.97	51.43
Printing, publishing and allied industries	40·4	40·4	40·4	167·0	166·5	161·7	67.47	67.27	65.33
*Iron and steel products	41·2	41·3	41·5	158·5	158·0	155·1	65.30	65.25	64.37
Agricultural implements	39·7	39·7	38·9	159·8	158·2	161·3	63.44	62.81	62.75
Fabricated and structural steel	41·3	42·1	41·4	167·3	167·9	163·9	69.09	70.69	67.85
Hardware and tools	41·9	42·2	42·0	146·4	146·3	141·1	61.34	61.74	59.26
Heating and cooking appliances	42·5	42·5	41·8	143·5	142·8	136·3	60.99	60.69	56.97
Iron castings	42·3	42·3	42·6	155·1	154·5	154·3	65.61	65.35	65.73
Machinery manufacturing	41·7	41·6	43·0	153·1	152·3	150·2	63.84	63.36	64.59
Primary iron and steel	39·8	39·9	40·1	173·7	173·3	170·2	69.13	69.15	68.25
Sheet metal products	41·3	40·9	41·4	155·3	153·8	145·8	64.14	62.90	60.36
*Transportation equipment	41·0	41·1	41·4	164·0	162·5	159·2	67.24	66.79	65.91
Aircraft and parts	41·5	41·2	43·6	172·2	170·0	162·9	71.46	70.04	71.02
Motor vehicles	41·3	41·7	39·1	174·4	174·0	173·3	72.03	72.56	67.76
Motor vehicle parts and accessories	40·3	40·8	39·4	166·3	166·4	159·0	67.02	67.89	62.65
Railroad and rolling stock equipment	39·6	40·0	40·1	158·5	159·4	157·9	62.77	63.76	63.32
Shipbuilding and repairing	42·6	42·4	43·6	155·3	151·4	148·5	66.16	64.19	64.75
*Non-ferrous metal products	41·4	41·6	41·3	161·5	161·1	156·9	66.86	67.02	64.80
Aluminum products	40·9	41·4	41·3	146·3	146·4	146·1	59.84	60.61	60.34
Brass and copper products	41·7	42·4	42·5	152·3	151·3	145·9	63.51	64.15	62.01
Smelting and refining	41·4	41·4	40·9	173·6	173·7	171·3	71.87	71.91	70.06
*Electrical apparatus and supplies	40·8	40·8	41·6	148·7	148·7	145·9	60.67	60.67	60.69
Heavy electrical machinery and equipment	40·3	40·4	41·3	166·0	165·9	160·8	66.90	67.02	66.41
*Non-metallic mineral products	43·9	44·4	43·9	142·4	143·0	137·1	62.51	63.49	60.19
Clay products	45·1	44·6	45·2	132·4	132·9	127·9	59.71	59.27	57.81
Glass and glass products	43·2	43·3	44·6	141·3	142·5	132·8	61.04	61.70	59.23
Products of petroleum and coal	41·8	41·7	42·7	191·7	192·3	186·1	80.13	80.19	79.46
Chemical products	41·4	41·7	41·8	147·0	146·6	140·5	60.86	61.13	58.73
Medicinal and pharmaceutical preparations	40·9	41·5	41·2	121·8	121·0	116·5	49.82	50.22	48.00
Acids, alkalis and salts	42·2	42·3	41·6	167·1	167·7	159·6	70.52	70.94	66.39
Miscellaneous manufacturing industries	41·9	41·9	42·1	115·8	115·1	113·8	48.52	48.23	47.91
*Durable goods	41·5	41·6	41·7	152·5	151·6	149·5	63.29	63.07	62.34
Non-durable goods	41·0	41·0	40·7	129·9	129·6	126·1	53.26	53.14	51.32
Construction	40·6	41·6	41·6	147·4	145·7	147·3	59.84	60.61	61.28
Buildings and structures	40·6	41·6	40·8	159·4	157·1	161·3	64.72	65.35	65.81
Highways, bridges and streets	40·7	41·7	40·6	122·4	122·4	115·3	49.82	51.04	46.81
Electric and motor transportation	44·9	45·0	45·0	141·1	141·3	136·2	63.35	63.59	61.29
Service	41·1	40·7	41·6	84·9	84·9	81·4	34.89	34.55	33.86
Hotels and restaurants	41·6	41·0	42·2	85·0	85·1	81·6	35.36	34.89	34.44
Laundries and dry cleaning plants	41·0	40·9	41·2	80·5	80·5	76·9	33.01	32.92	31.68

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average RealWeekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Week Preceding:						
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954	41·0*	140·4	57.56	138·0	115·7	119·3
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954(1)	41·2	141·2	58.17	139·5	116·6	119·6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38·5 hours and $54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1949	10,026	12,990	23,016	204,897	51,909	256,806
February 1, 1950	8,315	10,076	18,391	301,039	74,557	375,596
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
February 1, 1953	12,235	13,264	25,499	317,723	73,213	390,936
February 1, 1954	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955 (1)	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955 (1)	8,276	8,604	16,880	483,380	117,651	601,031

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 31, 1954 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from November 30, 1954	Change from December 31, 1953
Agriculture, Fishing, Trapping	**156**	**123**	**279**	**— 73**	**— 4**
Forestry	**872**	**11**	**883**	**— 1,545**	**+ 355**
Mining, Quarrying and Oil Wells	**268**	**53**	**321**	**— 38**	**+ 33**
Metal Mining	120	8	128	+ 67	— 21
Fuels	77	14	91	— 136	+ 2
Non-Metal Mining	22	1	23	+ 21	+ 15
Quarrying, Clay and Sand Pits	1	1	2	— 2	+ 2
Prospecting	48	29	77	+ 12	+ 35
Manufacturing	**2,208**	**1,517**	**3,725**	**— 143**	**— 178**
Foods and Beverages	100	58	158	— 87	— 24
Tobacco and Tobacco Products	67	153	220	— 514	+ 211
Rubber Products	24	25	49	+ 20	+ 2
Leather Products	32	108	140	+ 26	— 56
Textile Products (except clothing)	49	62	111	— 12	— 109
Clothing (textile and fur)	65	646	711	+ 197	— 74
Wood Products	191	36	227	— 38	+ 9
Paper Products	140	70	210	+ 69	+ 94
Printing, Publishing and Allied Industries	126	52	178	+ 42	— 25
Iron and Steel Products	317	76	393	+ 101	+ 67
Transportation Equipment	450	49	499	+ 55	— 180
Non-Ferrous Metal Products	71	17	88	+ 7	— 45
Electrical Apparatus and Supplies	335	81	416	+ 16	+ 41
Non-Metallic Mineral Products	55	14	69	— 6	+ 4
Products of Petroleum and Coal	15	11	26	— 4	— 21
Chemical Products	134	33	167	+ 6	— 16
Miscellaneous Manufacturing Industries	37	26	63	— 21	— 56
Construction	**1,559**	**58**	**1,617**	**+ 232**	**+ 437**
General Contractors	1,422	29	1,451	+ 477	+ 564
Special Trade Contractors	137	29	166	— 245	— 127
Transportation, Storage and Communication	**684**	**141**	**825**	**+ 261**	**+ 297**
Transportation	649	54	703	+ 431	+ 345
Storage	6	8	14	— 10	— 2
Communication	29	79	108	— 160	— 46
Public Utility Operation	**46**	**22**	**68**	**— 14**	**+ 7**
Trade	**998**	**886**	**1,884**	**— 1,660**	**— 638**
Wholesale	378	267	645	— 131	— 31
Retail	620	619	1,239	— 1,529	— 607
Finance, Insurance and Real Estate	**488**	**488**	**976**	**+ 93**	**— 306**
Service	**1,237**	**4,544**	**5,781**	**— 7,172**	**— 711**
Community or Public Service	134	774	908	— 19	— 144
Government Service	526	392	918	— 6,874	— 362
Recreation Service	32	70	102	+ 7	— 22
Business Service	367	209	576	+ 88	+ 125
Personal Service	178	3,099	3,277	— 374	— 311
GRAND TOTAL	**8,516**	**7,843**	**16,359**	**— 10,659**	**— 711**

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

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TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT DECEMBER 30, 1954. (1)

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,337	422	1,759	5,492	1,143	6,635
Clerical workers	748	2,162	2,910	12,926	20,486	33,412
Sales workers	953	375	1,328	5,402	8,401	13,803
Personal and domestic service workers	287	3,557	3,844	32,794	16,127	48,921
Seamen	4	.....	4	4,038	4	4,042
Agriculture and fishing	142	9	151	3,232	925	4,157
Skilled and semiskilled workers	3,849	895	4,744	174,026	25,602	199,628
Food and kindred products (inc. tobacco)	18	7	25	2,022	581	2,603
Textiles, clothing, etc.	53	630	683	5,436	16,659	22,095
Lumber and wood products	2,022	.....	2,022	17,361	275	17,636
Pulp, paper (inc. printing)	26	3	29	994	454	1,448
Leather and leather products	14	86	100	1,811	1,518	3,329
Stone, clay and glass products	5	.....	5	808	94	902
Metalworking	336	8	344	22,159	1,507	23,666
Electrical	95	42	137	2,920	839	3,759
Transportation equipment	20	1	21	1,732	126	1,858
Mining	25	.....	25	1,746	.....	1,746
Construction	193	.....	193	51,771	8	51,779
Transportation (except seamen)	331	12	343	27,444	96	27,540
Communications and public utility	40	.....	40	1,019	7	1,026
Trade and service	52	74	126	3,983	1,792	5,775
Other skilled and semiskilled	549	31	580	24,266	1,265	25,531
Foremen	35	1	36	4,018	366	4,384
Apprentices	35	.....	35	4,536	15	4,551
Unskilled workers	1,100	356	1,456	134,049	21,117	155,166
Food and tobacco	78	175	253	5,614	5,743	11,357
Lumber and lumber products	359	4	363	14,630	415	15,045
Metalworking	45	7	52	10,217	764	10,981
Construction	169	.....	169	63,659	21	63,680
Other unskilled workers	449	170	619	39,929	14,174	54,103
GRAND TOTAL	**8,420**	**7,776**	**16,196**	**371,959**	**93,805**	**465,764**

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 30, 1954

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1) Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953	(1) Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953
Newfoundland	**223**	**287**	**84**	**11,876**	**6,745**	**12,991**
Corner Brook	4	6	4	1,896	1,349	2,421
Grand Falls	.....	1	14	909	509	1,115
St. John's	219	280	66	9,071	4,887	9,455
Prince Edward Island	**55**	**116**	**107**	**2,797**	**1,898**	**2,861**
Charlottetown	44	114	82	1,664	1,166	1,756
Summerside	11	2	25	1,133	732	1,105
Nova Scotia	**772**	**1,515**	**834**	**19,281**	**14,346**	**18,689**
Amherst	5	26	.....	836	509	783
Bridgewater	120	138	36	1,161	553	1,087
Halifax	508	1,126	659	4,016	4,064	3,590
Inverness	.....	.....	.....	614	328	571
Kentville	54	70	58	1,801	923	2,015
Liverpool	16	37	8	347	306	536
New Glasgow	13	18	14	3,544	2,678	2,788
Springhill	.....	.....	.....	530	467	762
Sydney	17	54	26	3,692	2,514	3,506
Truro	27	35	12	1,024	771	1,240
Yarmouth	12	11	21	1,716	1,233	1,811

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 30, 1954

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953	[1] Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953
New Brunswick	**1,647**	**1,111**	**723**	**19,328**	**13,858**	**23,025**
Bathurst	16	11	7	2,362	1,190	2,960
Campbellton	63	66	56	1,249	830	1,400
Edmundston	31	31	1	1,247	596	1,796
Fredericton	1,239	529	65	892	855	1,726
Minto	1	10	6	436	342	1,038
Moncton	129	239	373	5,652	3,612	5,233
Newcastle	.....	14	3	1,686	1,215	1,770
Saint John	159	173	197	3,134	3,050	3,552
St. Stephen	6	14	7	1,458	1,357	1,880
Sussex	2	20	7	402	249	460
Woodstock	1	4	1	810	562	1,210
Quebec	**4,184**	**5,621**	**4,723**	**143,892**	**97,834**	**148,535**
Asbestos	16	23	57	673	413	560
Beauharnois	1	3	6	989	567	1,179
Buckingham	58	6	2	832	589	1,081
Causapscal	40	124	12	988	597	1,088
Chandler	.....	.....	14	1,267	609	1,596
Chicoutimi	121	227	82	1,285	920	1,632
Dolbeau	55	69	40	442	312	836
Drummondville	23	16	37	2,243	1,625	2,918
Farnham	9	8	10	1,190	920	782
Forestville	12	52	424	520	244	572
Gaspe	2	26	.....	897	377	949
Granby	22	27	10	2,858	1,188	2,434
Hull	27	52	28	2,861	2,126	2,835
Joliette	29	154	28	2,498	1,729	2,597
Jonquiere	29	73	39	1,436	1,181	1,977
Lachute	.....	2	7	882	380	766
La Malbaie	1	2	6	1,306	531	1,150
La Tuque	125	994	13	915	611	838
Levis	57	81	106	4,189	2,476	3,417
Louiseville	21	40	19	755	528	782
Maniwaki	7	5	3	549	320	784
Matane	4	3	26	1,299	592	1,355
Megantic	5	16	11	786	608	1,053
Mont-Laurier	7	14	7	655	363	638
Montmagny	14	15	18	1,481	778	1,880
Montreal	1,817	2,019	2,427	54,176	40,472	50,901
New Richmond	42	12	43	1,212	637	1,212
Port Alfred	7	5	5	821	411	985
Quebec	305	335	372	12,514	8,445	12,530
Rimouski	13	17	13	2,076	1,168	2,580
Riviere du Loup	154	11	16	2,745	1,299	3,156
Roberval	245	94	8	486	303	745
Rouyn	78	68	57	1,459	1,189	2,093
Ste. Agathe	15	13	5	756	540	822
Ste. Anne de Bellevue	8	21	12	1,143	742	1,032
Ste. Therese	9	36	31	1,533	1,016	1,684
St. Georges Est	168	281	219	1,547	903	1,595
St. Hyacinthe	11	50	94	2,823	1,416	2,892
St. Jean	31	42	59	1,610	1,114	1,915
St. Jerome	15	16	35	1,583	1,046	2,716
St. Joseph d'Alma	12	15	15	1,226	794	1,964
Sept Iles	63	18	2	869	454	826
Shawinigan Falls	29	21	9	3,193	2,115	4,176
Sherbrooke	94	138	89	4,153	3,037	4,651
Sorel	15	29	11	3,070	1,959	2,149
Thetford Mines	69	107	36	1,239	812	1,367
Three Rivers	93	96	98	5,225	3,693	5,293
Val d'Or	123	69	17	1,086	948	1,473
Valleyfield	42	31	28	1,817	1,228	2,153
Victoriaville	41	45	17	1,734	1,209	1,926
Ontario	**5,202**	**8,935**	**6,346**	**154,616**	**120,947**	**125,761**
Arnprior	4	19	8	415	226	371
Barrie	24	45	80	1,142	890	1,010
Belleville	14	30	22	1,284	921	1,191
Bracebridge	21	39	27	1,115	753	944
Brampton	3	7	13	555	390	356
Brantford	28	32	53	2,801	2,452	3,316
Brockville	9	19	13	601	306	373
Carleton Place	.....	.....	.....	552	168	618
Chatham	20	31	38	2,453	1,972	1,890
Cobourg	1	5	7	665	459	424
Collingwood	6	3	6	934	651	740
Cornwall	39	83	36	2,260	1,951	4,976
Fort Erie	2	1	15	666	583	365
Fort Frances	7	18	13	556	471	339
Fort William	85	72	66	2,319	1,490	2,194
Galt	46	42	43	1,696	1,136	924
Gananoque	.....	1	7	260	186	300

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TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 30, 1954

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Dec. 30,1954	Previous Month Dec. 2,1954	Previous Year Dec. 31,1953	[1] Dec. 30,1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31,1953
Ontario—Con.						
Goderich	5	16	26	582	408	533
Guelph	47	79	87	1,658	1,246	1,130
Hamilton	477	498	260	12,954	10,481	9,786
Hawkesbury	5	21	12	844	539	789
Ingersoll	8	234	13	676	505	589
Kapuskasing	17	19	32	845	751	761
Kenora	2	4	17	556	521	508
Kingston	89	133	104	1,091	879	1,774
Kirkland Lake	18	14	28	979	862	1,162
Kitchener	53	81	116	3,479	1,801	3,404
Leamington	5	4	16	1,022	715	729
Lindsay	27	43	17	801	615	763
Listowel	11	15	9	385	244	372
London	283	769	415	5,610	3,826	4,717
Midland	4	6	5	1,467	690	1,289
Napanee	4	3	2	574	423	682
New Toronto	72	67	108	2,351	2,056	1,541
Niagara Falls	40	38	154	2,627	2,299	1,328
North Bay	40	20	28	1,566	1,304	1,501
Oakville	36	33	300	626	536	363
Orillia	11	13	10	1,012	736	1,124
Oshawa	106	67	240	3,047	3,078	3,163
Ottawa	603	1,674	734	3,969	3,188	3,441
Owen Sound	25	26	58	1,903	1,008	2,353
Parry Sound	1	5	2	524	359	508
Pembroke	68	63	72	1,303	1,029	1,093
Perth	16	18	8	529	342	682
Peterborough	19	34	28	2,556	2,037	1,901
Picton	1	2	10	630	314	509
Port Arthur	103	93	77	3,410	2,411	2,895
Port Colborne	2	10	17	886	566	811
Prescott	32	41	8	786	391	818
Renfrew	11	16	4	607	430	648
St. Catharines	88	92	67	3,740	2,617	2,906
St. Thomas	243	403	59	1,406	1,766	677
Sarnia	36	32	35	2,632	2,056	1,812
Sault Ste. Marie	61	42	89	3,250	2,726	2,609
Simcoe	9	33	12	810	527	1,015
Sioux Lookout	23	10	1	179	159	210
Smiths Falls	3	7	12	425	315	475
Stratford	13	20	8	1,122	724	835
Sturgeon Falls	2	.....	3	1,009	923	1,043
Sudbury	74	156	72	3,044	2,616	2,719
Timmins	36	39	64	1,645	1,558	2,091
Toronto	1,678	2,597	2,218	34,334	26,618	23,626
Trenton	34	53	29	1,130	802	1,075
Walkerton	8	9	6	716	520	553
Wallaceburg	4	4	3	845	552	666
Welland	10	9	16	2,737	1,766	2,473
Weston	182	221	74	1,220	990	734
Windsor	141	597	84	11,550	11,656	5,635
Woodstock	7	5	30	693	461	609
Manitoba	**1,071**	**2,853**	**1,345**	**22,390**	**17,253**	**20,627**
Brandon	111	124	157	1,697	1,188	1,274
Dauphin	6	17	7	1,064	686	959
Flin Flon	26	10	12	289	300	243
Portage la Prairie	20	63	40	930	645	880
The Pas	1	3	5	148	101	159
Winnipeg	907	2,636	1,124	18,262	14,333	17,112
Saskatchewan	**548**	**707**	**756**	**15,417**	**9,698**	**11,247**
Estevan	27	16	18	327	210	253
Moose Jaw	74	57	109	1,407	974	1,142
North Battleford	18	61	20	1,167	766	1,006
Prince Albert	19	28	47	1,875	1,392	1,354
Regina	115	135	266	4,007	2,178	2,554
Saskatoon	195	285	160	3,379	2,379	2,689
Swift Current	23	68	49	821	392	599
Weyburn	43	35	37	404	252	320
Yorkton	34	22	50	2,030	1,155	1,330
Alberta	**1,428**	**1,619**	**1,393**	**20,563**	**15,170**	**19,302**
Blairmore	8	14	28	483	371	282
Calgary	630	743	410	6,105	4,826	5,912
Drumheller	13	15	10	305	150	218
Edmonton	600	682	686	8,889	6,671	8,728
Edson	45	25	105	290	245	214
Lethbridge	56	48	78	2,301	1,291	2,344
Medicine Hat	21	55	22	1,329	1,016	956
Red Deer	49	30	45	795	548	565
Yellowknife	6	7	9	66	52	83

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 30, 1954

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953	[1] Dec. 30, 1954	Previous Month Dec. 2, 1954	Previous Year Dec. 31, 1953
British Columbia	**1,066**	**3,844**	**1,108**	**55,604**	**43,291**	**56,233**
Chilliwack	23	29	21	1,690	983	1,677
Courtenay	7	13	21	1,703	796	1,769
Cranbrook	5	11	5	745	525	1,018
Dawson Creek	13	13	18	445	308	331
Duncan	4	21	16	1,055	477	1,087
Kamloops	47	39	52	829	614	859
Kelowna	6	4	5	1,052	668	1,247
Mission City	9	17	32	1,408	711	1,475
Nanaimo	8	7	40	2,186	917	2,259
Nelson	12	15	6	1,155	820	1,413
New Westminster	81	104	57	6,081	4,680	6,016
Penticton	1	1	10	1,190	428	1,434
Port Alberni	9	11	5	782	516	813
Prince George	39	61	27	2,026	2,311	2,042
Prince Rupert	50	134	9	1,261	973	1,323
Princeton	1	2	1	240	150	267
Trail	20	15	6	890	612	1,173
Vancouver	544	3,133	576	25,837	22,402	24,571
Vernon	6	15	6	1,515	929	1,646
Victoria	158	179	163	3,092	3,092	3,531
Whitehorse	23	20	32	422	379	282
Canada	**16,196**	**26,608**	**17,419**	**465,764**	**341,040**	**439,271**
Males	8,420	16,104	8,298	371,959	255,811	354,965
Females	7,776	10,504	9,121	93,805	85,229	84,306

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1949—1954

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1949	684,179	464,363	219,816	44,811	118,364	281,080	162,659	77,265
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685

TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1 TO DECEMBER 31, 1954

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**1**	**1**			**450**	**176**		**1**	**46**	**36**	**4**	**417**	**363**	**175**	**13**	**197**	**1,438**	**212**	**865**	**522**	**5,178**	**1,295**	**3,447**	**297**
Forestry	**6**	**6**			**7**	**2**		**20**	**346**	**133**	**7**	**5**	**583**	**318**	**1**	**42**	**7,697**	**4,147**	**233**	**2,137**	**1,230**	**987**	**29**	**39**
Fishing and Trapping																	**6**	**2**			**16**	**13**	**1**	
Mining, Quarrying and Oil Wells	**4**	**4**							**210**	**182**	**17**	**1**	**60**	**58**	**1**	**4**	**532**	**249**	**41**	**69**	**254**	**173**	**33**	**23**
Metal Mining	4	4							17	17			38	33		4	455	209	41	68	171	117	15	19
Fuels									177	148	17		18	22	1		10				19	5	12	
Non-Metal Mining									1	2		1					55	33		1	8	8		
Quarrying, Clay and Sand Pits									15	15			2	2			6	3			14	11	3	
Prospecting													2	1			6	4			42	32	3	4
Manufacturing	**126**	**11**	**1**		**104**	**44**	**43**		**839**	**637**	**79**	**6**	**454**	**282**	**52**	**1**	**14,717**	**10,012**	**490**	**96**	**20,394**	**13,942**	**2,422**	**654**
Foods and Beverages	1				83	31	39		102	105	13	1	73	60	6		1,495	1,126	113	3	1,912	1,266	271	76
Tobacco and Tobacco Products									1	1							94	68			1,206	986	2	
Rubber Products																	280	211	15		270	175	16	2
Leather Products	4								3	1			3	2			773	510	12		322	243	16	3
Textile Products (except clothing)					2	1			12	12			35	22			1,542	1,234	18	26	1,056	887	89	17
Clothing (textile and fur)									16	5			11	5	4		3,312	2,001	46	9	1,078	798	31	5
Wood Products	2	2			11	10			95	74	8	1	58	41	5	1	977	680	84	1	1,065	714	191	25
Paper Products	103	2		1									69	60	3		759	584	9	6	950	475	364	15
Printing, Publishing and Allied Industries	2	3			3	2			29	17	6		16	12	3		698	313	24	9	956	559	209	4
Iron and Steel Products	11	2			1				307	232	21	1	44	36	2		1,388	1,023	61	14	3,693	2,794	306	71
Transportation Equipment	2	2							216	164	13	2	75	11	1		926	575	51	20	2,626	1,694	294	229
Non-Ferrous Metal Products									6	4	1		30	23	1		557	422	9	1	677	438	83	21
Electrical Apparatus and Supplies									6	2			2	1	1		467	304	3		2,024	1,311	96	156
Non-Metallic Mineral Products									31	16	11	1	2	1			285	190	20		581	397	77	6
Products of Petroleum and Coal																	154	34	7		163	97	39	
Chemical Products					4		4		14	4	6		26	2	23		523	353	7	6	1,136	589	284	15
Miscellaneous Manufacturing Industries	1								1				10	6	3		487	384	11	1	679	519	54	9

Construction	**238**	**167**	**4**	**31**	**218**	**163**	**16**	**200**	**724**	**484**	**87**	**90**	**5,304**	**3,034**	**98**	**675**	**8,315**	**5,733**	**1,003**	**235**	**11,623**	**8,375**	**1,751**	**351**
General Contractors	234	163	4	31	183	144	9	200	612	409	80	86	5,201	2,959	78	675	5,599	3,944	851	149	8,681	6,321	1,379	303
Special Trade Contractors	4	4	.....	.....	35	19	7	.....	112	75	7	4	103	75	20	.....	2,716	1,789	152	86	2,942	2,054	372	48
Transportation, Storage and Communication	**16**	**11**	.....	.....	**91**	**7**	**80**	.....	**403**	**177**	**161**	**2**	**564**	**117**	**295**	**16**	**4,139**	**848**	**2,003**	**274**	**2,979**	**1,627**	**883**	**45**
Transportation	16	11	.....	.....	91	7	80	.....	344	147	137	2	532	101	283	16	3,746	763	1,953	273	2,262	1,162	784	29
Storage	.....	.....	.....	.....	.....	.....	.....	.....	18	1	17	.....	15	5	11	.....	66	31	12	.....	341	206	75	16
Communication	.....	.....	.....	.....	.....	.....	.....	.....	41	29	7	.....	17	11	1	.....	327	54	38	1	376	259	24	.....
Public Utility Operation	.....	.....	.....	.....	**1**	**1**	.....	.....	**38**	**34**	.....	.....	**7**	**2**	.....	.....	**179**	**57**	**59**	**4**	**506**	**445**	**13**	**3**
Trade	**60**	**45**	**3**	.....	**435**	**143**	**203**	.....	**1,520**	**904**	**230**	**5**	**1,030**	**692**	**134**	**3**	**6,546**	**4,000**	**476**	**26**	**13,638**	**8,042**	**2,161**	**58**
Wholesale	12	11	.....	.....	119	40	70	.....	420	160	137	2	302	188	79	.....	1,716	975	144	4	3,297	1,756	918	15
Retail	48	34	3	.....	316	103	133	.....	1,100	744	93	3	728	504	55	3	4,830	3,025	332	22	10,341	6,286	1,243	43
Finance, Insurance and Real Estate	**5**	**3**	.....	.....	**15**	**8**	**2**	.....	**119**	**60**	**4**	.....	**75**	**34**	**6**	.....	**846**	**481**	**14**	.....	**1,632**	**984**	**89**	**8**
Service	**743**	**329**	**22**	**3**	**402**	**209**	**135**	.....	**2,955**	**1,347**	**1,203**	**55**	**2,109**	**966**	**710**	**23**	**16,255**	**7,720**	**4,152**	**241**	**28,390**	**14,954**	**8,401**	**179**
Community or Public Service	162	150	1	.....	50	38	8	.....	185	87	22	3	97	39	42	.....	1,135	577	92	10	2,077	1,255	300	50
Government Service	540	161	3	3	82	69	6	.....	1,335	820	420	52	822	564	183	21	2,319	1,466	142	81	9,784	6,841	2,038	35
Recreation Service	.....	.....	.....	.....	6	2	4	.....	17	11	16	.....	22	11	8	.....	278	138	37	.....	547	283	188	1
Business Service	3	3	.....	.....	6	3	4	.....	109	37	11	.....	68	33	4	1	1,089	608	119	7	1,399	807	212	16
Personal Service	38	15	18	.....	258	97	113	.....	1,309	392	734	.....	1,100	319	473	1	11,434	4,931	3,762	143	14,583	5,768	5,663	77
Totals	**1,199**	**577**	**30**	**34**	**1,723**	**753**	**479**	**221**	**7,200**	**3,994**	**1,792**	**581**	**10,549**	**5,678**	**1,310**	**961**	**60,670**	**33,461**	**9,336**	**3,604**	**85,840**	**50,837**	**19,230**	**1,657**
Men	**1,038**	**486**	**30**	**34**	**1,037**	**473**	**203**	**221**	**4,686**	**2,680**	**1,049**	**566**	**8,652**	**4,693**	**957**	**958**	**39,850**	**21,932**	**5,801**	**3,468**	**54,073**	**32,571**	**13,813**	**1,406**
Women	**161**	**91**	.....	.....	**686**	**280**	**276**	.....	**2,514**	**1,314**	**743**	**15**	**1,897**	**985**	**353**	**3**	**20,820**	**11,529**	**3,535**	**136**	**31,767**	**18,266**	**5,417**	**251**

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1 TO DECEMBER 31, 1954

Source: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**543**	**384**	**39**	**1**	**1,023**	**749**	**40**	**54**	**2,162**	**1,724**	**52**	**96**	**3,283**	**991**	**2,260**	**140**	**11,487**	**5,743**	**6,720**	**1,725**
Forestry	**92**	**83**	.....	.....	**3**	**3**	.....	.....	**348**	**226**	**13**	**48**	**865**	**717**	**28**	**31**	**11,177**	**6,622**	**311**	**2,322**
Fishing and Trapping	**1**	**1**	.....	.....	.....	.....	.....	.....	**2**	**1**	.....	.....	.....	**3**	.....	.....	**25**	**20**	**1**	.....
Mining, Quarrying and Oil Wells	**53**	**24**	**5**	**5**	**103**	**58**	**5**	**4**	**1,624**	**701**	**18**	**106**	**350**	**204**	**29**	**10**	**3,190**	**1,653**	**149**	**222**
Metal Mining	44	21	3	5	6	3	.....	1	179	109	.....	43	206	114	18	10	1,120	627	77	150
Fuels	1	1	.....	.....	80	45	2	3	1,178	453	12	50	43	34	8	.....	1,526	708	52	53
Non-Metal Mining	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	13	62	31	.....	.....	127	78	.....	15
Quarrying, Clay and Sand Pits	5	1	.....	.....	10	5	2	.....	7	7	.....	.....	16	12	3	.....	75	56	8	.....
Prospecting	3	1	2	.....	6	4	1	.....	260	132	6	.....	23	10	.....	.....	342	184	12	4
Manufacturing	**1,924**	**1,013**	**483**	**6**	**531**	**353**	**115**	**2**	**1,567**	**851**	**288**	**28**	**3,935**	**2,912**	**375**	**204**	**44,591**	**30,057**	**4,348**	**997**
Foods and Beverages	310	166	79	.....	218	164	50	.....	325	146	107	.....	855	668	118	2	5,374	3,732	796	82
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	10	8	.....	.....	.....	.....	.....	.....	1,311	1,063	2	.....
Rubber Products	6	6	.....	.....	2	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	560	396	31	2
Leather Products	32	19	6	.....	1	1	.....	.....	2	2	.....	.....	21	19	.....	.....	1,161	797	34	3
Textile Products (except clothing)	50	21	19	.....	2	2	.....	.....	8	7	.....	.....	28	18	3	.....	2,735	2,204	129	43
Clothing (textile and fur)	432	274	53	.....	13	11	.....	.....	37	23	.....	.....	148	111	3	1	5,047	3,228	137	15
Wood Products	229	100	94	3	63	18	27	1	233	135	51	22	1,367	1,124	46	59	4,100	2,898	506	113
Paper Products	82	27	7	.....	1	1	.....	.....	74	19	.....	5	237	136	17	15	2,275	1,304	401	41
Printing, Publishing and Allied Industries	117	57	39	2	21	14	4	.....	64	42	3	.....	169	92	33	.....	2,075	1,111	321	15
Iron and Steel Products	198	121	57	.....	61	39	14	1	187	102	51	.....	339	225	64	3	6,229	4,574	576	90
Transportation Equipment	122	77	30	1	44	34	.....	.....	256	151	22	1	261	198	25	20	4,528	2,906	436	273
Non-Ferrous Metal Products	48	19	2	.....	2	1	.....	.....	23	10	8	.....	196	156	3	103	1,539	1,073	107	125
Electrical Apparatus and Supplies	47	20	13	.....	9	8	.....	.....	28	17	1	.....	73	60	5	.....	2,656	1,723	119	156
Non-Metallic Mineral Products	72	45	21	.....	5	1	4	.....	202	139	21	.....	44	20	22	.....	1,222	809	176	7
Products of Petroleum and Coal	44	20	7	.....	55	36	4	.....	25	11	.....	.....	76	13	14	.....	517	211	71	.....
Chemical Products	72	15	39	.....	18	13	1	.....	81	32	23	.....	36	21	5	1	1,910	1,029	392	22
Miscellaneous Manufacturing Industries	63	26	17	.....	16	8	11	.....	12	7	1	.....	83	49	17	.....	1,352	999	114	10
Construction	**1,108**	**885**	**157**	**10**	**1,607**	**1,088**	**411**	**7**	**3,931**	**3,023**	**507**	**15**	**2,004**	**1,525**	**351**	**15**	**35,072**	**24,477**	**4,385**	**1,629**
General Contractors	847	704	103	10	1,221	834	298	5	2,993	2,352	385	12	1,613	1,252	279	12	27,184	19,082	3,466	1,483
Special Trade Contractors	261	181	54	.....	386	254	113	2	938	671	122	3	391	273	72	3	7,888	5,395	919	146
Transportation, Storage and Communication	**514**	**254**	**141**	.....	**496**	**274**	**130**	.....	**984**	**401**	**467**	**1**	**1,064**	**602**	**335**	**2**	**11,250**	**4,318**	**4,495**	**340**
Transportation	345	210	47	.....	386	248	119	.....	752	333	328	.....	888	506	295	2	9,362	3,488	4,026	322
Storage	129	30	93	.....	36	14	11	.....	176	32	134	.....	82	35	38	.....	863	354	391	16
Communication	40	14	1	.....	74	12	.....	.....	56	36	5	1	94	61	2	.....	1,025	476	78	2

Public Utility Operation	30	29	2	.....	20	19	.....	.....	61	44	2	1	74	44	5	.....	916	675	81	8
Trade	2,568	1,017	1,143	2	1,792	972	584	2	2,987	1,537	958	2	4,046	2,448	1,082	9	34,622	19,790	6,974	107
Wholesale	1,199	385	574	2	549	194	302	.....	1,315	546	590	.....	1,156	699	302	1	10,085	4,954	3,116	24
Retail	1,369	632	569	.....	1,243	778	282	2	1,672	981	368	2	2,890	1,749	780	8	24,537	14,836	3,858	83
Finance Insurance and Real Estate	302	146	57	.....	159	104	15	.....	396	211	15	.....	416	251	24	.....	3,965	2,282	226	8
Service	7,874	3,253	3,774	15	3,752	1,787	1,172	18	7,654	3,937	2,061	46	10,998	4,599	5,094	33	81,132	39,101	26,724	613
Community or Public Service	482	174	219	2	446	161	42	15	476	312	40	17	488	309	70	6	5,598	3,102	836	103
Government Service	2,529	2,337	17	11	1,373	855	362	.....	2,601	2,102	323	4	5,935	2,216	3,506	8	27,320	17,431	7,000	215
Recreation Service	169	53	100	.....	36	22	10	.....	57	33	18	.....	96	64	21	.....	"1,228	617	402	1
Business Service	232	75	23	1	107	45	10	.....	406	180	38	.....	334	201	49	2	3,753	1,992	470	27
Personal Service	4,462	614	3,415	1	1,790	704	748	3	4,114	1,310	1,642	25	4,145	1,809	1,448	17	43,233	15,959	18,016	267
Totals	15,009	7,089	5,801	39	9,486	5,407	2,472	87	21,716	12,646	4,381	343	27,035	14,296	9,583	444	240,427	134,738	54,414	7,971
Men	7,642	4,958	1,654	30	6,295	3,641	1,919	78	14,431	8,663	2,989	311	16,850	8,839	6,531	413	154,554	88,939	34,946	7,485
Women	7,367	2,131	4,147	9	3,191	1,763	553	9	7,285	3,983	1,392	32	10,185	5,457	3,052	31	85,873	45,799	19,468	486

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS AND AMOUNT OF BENEFIT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of December, 1954			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
Newfoundland	5,687	3,571	90,249	(288)	310,405
Prince Edward Island	1,178	1,077	31,014	(315)	90,323
Nova Scotia	10,384	6,547	266,322	(3,028)	864,163
New Brunswick	7,974	6,670	227,167	(1,854)	714,021
Quebec	84,392	51,138	1,858,678	(28,293)	5,679,484
Ontario	97,427	55,602	2,254,346	(28,670)	7,205,099
Manitoba	13,773	8,359	313,259	(5,101)	958,953
Saskatchewan	8,528	5,966	169,134	(1,357)	530,541
Alberta	11,076	8,533	253,572	(3,127)	803,508
British Columbia	31,288	17,197	726,465	(8,548)	2,271,709
Total, Canada, December, 1954	271,707	164,660	6,190,206	(80,581)	19,428,206
Total, Canada, November, 1954	207,176	110,736	4,512,055	(73,727)	14,020,255
Total, Canada, December, 1953	218,323	161,723	5,413,801	(49,978)	16,882,107

* Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT DECEMBER 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							December 31, 1953 Total	
	Total		6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	10,597	(16)	3,561	2,198	1,783	1,718	660	677	11,851 (10)
Male	10,296	(15)	3,497	2,167	1,753	1,661	623	595	11,566 (8)
Female	301	(1)	64	31	30	57	37	82	285 (2)
Prince Edward Island	2,570	(10)	746	494	471	431	187	241	2,561 (9)
Male	2,210	(6)	638	430	425	379	153	185	2,169 (6)
Female	360	(4)	108	64	46	52	34	56	392 (3)
Nova Scotia	18,311	(120)	5,629	2,321	2,538	3,099	2,012	2,712	17,926 (116)
Male	16,391	(102)	5,077	2,146	2,336	2,810	1,771	2,251	16,222 (103)
Female	1,920	(18)	552	175	202	289	241	461	1,704 (13)
New Brunswick	18,157	(65)	4,360	3,120	3,363	3,654	1,534	2,126	20,272 (77)
Male	15,563	(54)	3,778	2,793	2,972	3,168	1,195	1,657	17,987 (69)
Female	2,594	(11)	582	327	391	486	339	469	2,285 (8)
Quebec	135,023	(1,107)	36,960	20,485	21,936	22,291	12,535	20,816	136,428 (743)
Male	108,170	(702)	30,690	17,102	18,637	18,156	9,436	14,149	110,584 (482)
Female	26,853	(405)	6,270	3,383	3,299	4,135	3,099	6,667	25,844 (261)
Ontario	138,945	(946)	35,214	20,276	22,600	23,633	13,464	23,758	105,332 (632)
Male	110,880	(744)	28,340	16,924	18,729	18,908	10,437	17,542	85,716 (473)
Female	28,065	(202)	6,874	3,352	3,871	4,725	3,027	6,216	19,616 (159)
Manitoba	21,901	(208)	6,756	3,015	3,479	4,249	1,728	2,674	19,231 (116)
Male	17,145	(161)	5,133	2,522	3,063	3,425	1,258	1,744	15,134 (79)
Female	4,756	(47)	1,623	493	416	824	470	930	4,097 (37)
Saskatchewan	14,594	(63)	4,159	2,792	2,967	2,845	861	970	10,049 (46)
Male	12,684	(53)	3,520	2,600	2,725	2,514	663	662	8,858 (38)
Female	1,910	(10)	639	192	242	331	198	308	1,191 (8)
Alberta	19,877	(91)	6,056	3,249	3,926	3,453	1,193	2,000	17,913 (62)
Male	16,952	(74)	5,332	2,967	3,533	2,872	827	1,421	15,839 (56)
Female	2,925	(17)	724	282	393	581	366	579	2,074 (6)
British Columbia	51,795	(257)	14,491	7,971	8,447	9,738	5,094	6,054	49,470 (187)
Male	42,746	(205)	12,192	7,010	7,188	8,097	3,991	4,268	41,211 (154)
Female	9,049	(52)	2,299	961	1,259	1,641	1,103	1,786	8,259 (33)
CANADA	431,770	(2,883)	117,932	65,921	71,510	75,111	39,268	62,028	391,033 (1,998)
MALE	353,037	(2,116)	98,197	56,661	61,361	61,990	30,354	44,474	325,286 (1,468)
FEMALE	78,733	(767)	19,735	9,260	10,149	13,121	8,914	17,554	65,747 (530(

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial*	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	7,708	6,072	1,636	5,847	4,168	1,679	3,438
Prince Edward Island	1,795	1,340	455	1,543	1,225	318	483
Nova Scotia	13,028	8,719	4,309	10,618	8,281	2,337	4,371
New Brunswick	12,201	8,829	3,372	10,468	8,168	2,300	3,792
Quebec	99,837	68,091	31,746	79,786	61,522	18,264	35,494
Ontario	99,886	65,897	33,989	84,707	65,514	19,193	30,667
Manitoba	14,859	10,803	4,056	12,764	9,273	3,491	3,526
Saskatchewan	10,135	7,560	2,575	8,630	6,481	2,149	3,100
Alberta	15,143	10,354	4,789	13,549	10,425	3,124	4,658
British Columbia	35,898	23,494	12,404	32,262	24,666	7,596	9,538
Total Canada, December, 1954	310,490†	211,159	99,331	260,174‡	199,723	60,451	99,067
Total Canada, November, 1954	187,744	114,198	73,546	170,406	140,075	30,331	48,751
Total Canada, December, 1953	292,236	204,464	87,772	246,157	196,087	50,070	100,145

* Initial claims adjudicated after November 30 for which a benefit year is not established are considered for supplementary benefit. (See Table E-5.)

† In addition, revised claims received numbered 23,616. ‡ In addition, 22,933 revised claims were disposed of. Of these, 1,870 were special requests not granted, and 1,042 were appeals by claimants. There were 3,369 pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—November	3,230,000	3,076,400	153,600
December	3,276,000	3,037,500	238,500
1954—January	3,328,000	2,937,000	391,000†
February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700
November	3,216,000	3,006,900	209,100

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

TABLE E-5.—INITIAL CLAIMS FOR SUPPLEMENTARY BENEFIT AND THEIR DISPOSITION, DECEMBER, 1954*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Considered December 1954	Claims Considered December 1953	Entitled to Benefit	Not Entitled to Benefit
Newfoundland	1,016	507	443	573
Prince Edward Island	244	199	164	80
Nova Scotia	1,681	1,073	1,180	501
New Brunswick	1,735	1,431	1,080	655
Quebec	13,500	7,270	9,216	4,284
Ontario	15,023	8,573	10,898	4,125
Manitoba	2,888	2,214	2,076	812
Saskatchewan	1,601	948	870	731
Alberta	2,056	1,454	1,231	825
British Columbia	5,785	4,154	3,807	1,978
Canada	45,529†	27,823	30,965	14,564

* See explanatory note on p. 333

† There were, in addition, 72 renewal claims in December, 1954 and 18 in December, 1953.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House-hold Operation	Other Commodities and Services
	Jan. 2nd, 1954	Dec. 1st, 1954	Jan. 3rd, 1955					
(1) St. John's, Nfld.	102·6	102·9	102·6	101·1	108·0	101·8	100·8	103·6
Halifax	113·2	114·5	114·3	107·0	123·3	114·4	119·0	116·9
Saint John	115·4	117·5	117·4	112·9	124·1	116·5	116·4	123·0
Montreal	116·7	117·0	117·1	115·1	134·4	107·2	115·8	116·9
Ottawa	115·3	117·0	117·0	111·2	131·9	111·3	116·7	119·6
Toronto	117·7	118·8	118·9	110·6	145·2	110·4	116·2	119·4
Winnipeg	114·9	115·5	115·5	110·8	125·7	112·7	113·5	118·0
Saskatoon—Regina	113·2	113·9	113·9	110·1	115·4	114·9	117·9	113·2
Edmonton—Calgary	114·4	115·0	114·6	110·0	121·0	112·6	115·7	118·4
Vancouver	116·2	118·3	118·4	111·8	126·1	112·6	125·4	122·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY AND DECEMBER 1954, JANUARY 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
1954*						
December	6	16	301	12,169	240,841	0·29
January	24‡	24	10,619‡	10,619	156,969	0·19

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to January 1955					
MANUFACTURING—					
Vegetable Foods, etc.—					
Canning factory workers, Penticton, Kelowna, Mission City, Ashcroft and Vancouver, B.C.	5	531	2,500	Oct. 19, 1954	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board: concluded January 10; conciliation; compromise.
Boots and Shoes (Leather)—					
Shoe factory workers, London, Ont.	1	[3] 58	870	Dec. 29, 1954	Protest against language used by foreman in supervising operations; concluded January 21; conciliation; in favour of employer.
Textiles, Clothing, etc.—					
Shirt factory workers, Montreal, Que.	1	75	1,200	Oct. 7, 1954	For a union agreement providing for increased wages, following reference to arbitration board; concluded January 24; negotiations; in favour of workers.
Hosiery factory workers, Montreal, Que.	1	60	1,420	Nov. 4, 1954	For implementation of award of arbitration board for same piecework rates for knitters in union agreement under negotiations, instead of proposed reduction; concluded January 29; negotiations; compromise.
Metal Products—					
Motor vehicle factory and parts depot workers, Windsor, Oakville, Etobicoke, Ont.	3	7,765	163,000	Oct. 10, Oct. 15, Nov. 15, 1954	For new agreements providing for increased wages, change in seniority clause and fringe benefits, following reference to conciliation boards; concluded January 28; negotiations; compromise.
Plumbing and heating equipment factory workers, Toronto, Ont.	2	[4] 736	15,450	Oct. 21, 1954	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Radio parts factory workers, Toronto, Ont.	1	85	1,785	Nov. 1, 1954	For implementation of award of conciliation board for increased wages in new agreement under negotiations; partial return of workers; unconcluded.
Electrical apparatus factory workers, Winnipeg, Man.	1	41	410	Dec. 9, 1954	For a new agreement providing for closed shop and Rand formula for union dues; concluded by January 15; replacement and return of workers; in favour of employer.
Miscellaneous—					
Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	28,500	Nov. 16, 1954	For new agreements providing for increased wages, following reference to arbitration boards; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1955 (1)

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars(2)
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to January 1955—Concluded					
CONSTRUCTION—					
Buildings and Structures—					
Carpenters and electricians, Hamilton, Ont.	1	12	250	Dec. 23, 1954	For a union agreement and protesting employment of labourers to erect concrete forms; unconcluded.
Strikes and Lockouts Commencing During January 1955					
MANUFACTURING—					
Boots and Shoes (Leather)—					
Shoe factory workers, Quebec, Que.	1	207	930	Jan. 25	For a new agreement providing for prevailing rates for all classifications, closed shop and other changes; unconcluded.
Printing and Publishing—					
Steel plate printers, Ottawa, Ont.	2	36	360	Jan. 3	For a greater increase in wages than recommended by conciliation board in new agreements under negotiations; concluded January 14; negotiations; in favour of workers.
		(5)			
Metal Products—					
Tool factory workers, St. Catharines, Ont.	1	31	110	Jan. 18	For a new agreement providing for increased wages and reduced hours from 41½ to 40 per week, following reference to conciliation board; concluded January 21; negotiations; compromise.
		(6)			
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	94	1,175	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
CONSTRUCTION—					
Highway—					
Labourers, South Burnaby, B.C.	1	5	35	Jan. 21	For payment of building construction rate instead of road construction rate; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Miscellaneous—					
Radio station employees, Jonquiere, Que.	1	12	150	Jan. 17	Alleged discrimination in dismissal of four workers; concluded January 31; negotiations; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 106 indirectly affected; (4) 205 indirectly affected; (5) 9 indirectly affected; (6) 755 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Queen's Printer, Supervisor of Government Publications

The Labour Gazette (monthly)

The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

Subscription Rates: $1.50 per annum in Canada; students' rate $1.00; $3.00 per annum, other countries. Groups of 5 or more, 50 cents per annum. Single copies, 25 cents (English or French).

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Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

Numbers of Workers Affected by Collective Agreements in Canada, 1950, by Industry, December 1951.

Cost of Living Escalator Clauses in Collective Agreements, December 1951.

Wages, Hours and Working Conditions in the Primary Textile Industry, May 1952.

The Normal Work Week in the Canadian Manufacturing Industries at October 1951, June 1952.

Working Conditions of Plant and Office Employees, 1949-53 (October and November 1953).

10 cents a copy: orders of 20 or more, 5 cents; 100 or more, 4 cents (English or French).

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Provides in convenient form the text of labour law in Canada. Text or a summary of all federal and provincial labour laws and statutory orders made under them. Latest consolidation includes all labour laws on statute-books at December 31, 1948. $2.

Strikes and Lockouts in Canada

Furnishes a complete record of all strikes and lockouts occurring in Canada during current year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc.

15 cents a copy (English or French).

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Consolidates the results of the Annual Survey of Wage Rates and Hours of Labour in Canada. Tables giving index numbers of wage rates for certain industries, and for mining and logging. Tables setting out wage rates and hours of labour in manufacturing industries, including primary textiles, clothing, rubber, pulp, lumber, edible plant, edible animal, fur, leather, etc. Wage rates in construction, transportation, trade and service industries are also included.

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Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title.

10 cents a copy. (English or French).

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Sets out similarities and differences in provincial Workmen's Compensation Acts and contains tables showing the benefits payable under each Act and the industrial diseases compensated.

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Apprenticeship in Canada

This bulletin outlines the provincial apprenticeship plans and gives details of their method of operation.

15 cents a copy. (English or French).

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A series of publications prepared in conjunction with the Department of Citizenship and Immigration primarily for the use of Canadian immigration officials abroad in explaining different aspects of labour to prospective immigrants. Contains information concerning employment, wages and earnings, hours and working conditions, social security, collective bargaining and labour organization, and technical personnel training and guidance.

10 cents in Canada, free abroad.

Vocational Education in Canada

This publication explains the development of technical and vocational education by provinces and covers the provincial technical and vocational schools and programs.

15 cents a copy. (English).

APRIL 15, 1955

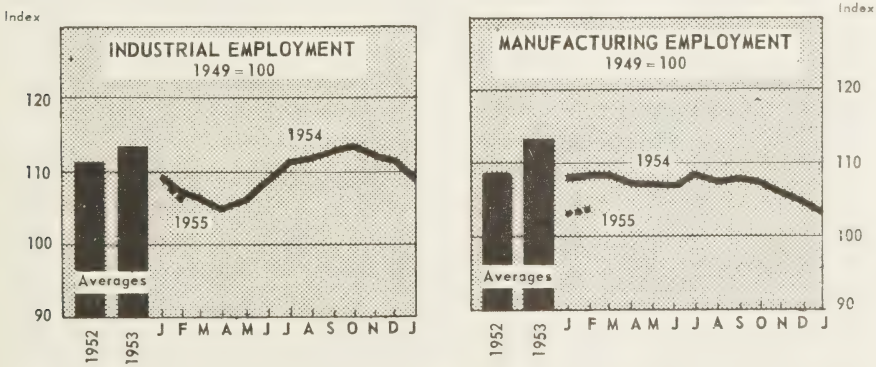
CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

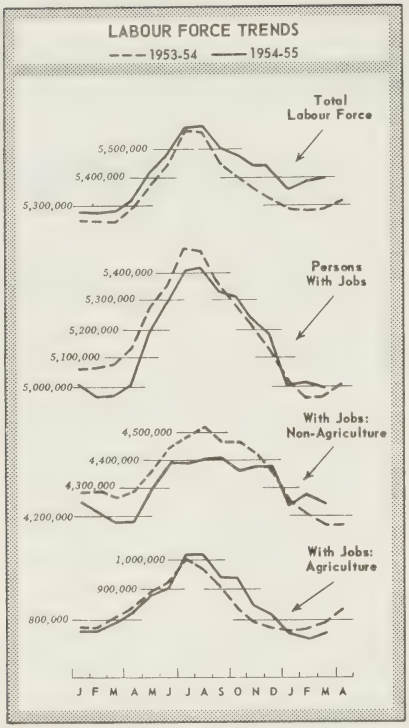
Current Manpower Situation

AS usual during March, labour requirements declined to their low point and unemployment rose to its seasonal peak. The amount of change in the labour market situation was small compared with the changes of earlier months. Unemployment continued to rise slowly during the first half of the month, reaching a new post-war high at mid-March, but fell steadily in the second half, as the normal spring pick-up gained strength.

Reports received at the end of March indicate that unemployment continued to rise during the first three weeks of the month and then fell steadily but unevenly across the country. In British Columbia, an increasing backlog of orders for lumber strengthened the spring pick-up in employment and a strong upturn was recorded in agriculture in the Prairie Provinces. The rising labour requirements of manufacturing were still evident in Ontario, although the employment increase was not as marked during March as in February. The effect of these gains was offset by the release of workers in Quebec and the Atlantic Provinces. Employment decreases in these regions were largely concentrated in pulpwood logging areas, where hauling operations were coming to a close.



A Monthly *Labour Gazette* Feature



In the March issue, the lines representing persons with jobs in non-agricultural industries for 1953 and for 1954 were inadvertently transposed.

The foregoing developments were reflected in the results of the latest labour force survey conducted by the Dominion Bureau of Statistics in the week ended March 19. During that week, the number of persons with jobs was estimated to be 4,999,000, a seasonal drop of some 13,000 from the previous month but a gain of about 30,000 from the same month in 1954.

The increase in employment over the preceding year was still substantially short of the growth in the number of persons participating in the labour force. Consequently, the estimated number of persons without jobs and seeking work (401,000) together with those laid off for a full week (18,000) totalled 419,000, or some 80,000 more than last year.

The year-to-year increase in unemployment indicated by these figures was accompanied by an increase in the length of time unemployed persons have been looking for work. On the average, 31 per cent of all persons without jobs and seeking work in the first quarter of this year had been jobless for more than three months, compared with 26 per cent for the first quarter quarter of 1954.

The labour force and its various components have displayed some notable changes during the past two years (see accompanying chart). During the past four months, for example, the average year-to-year increase in the labour force has been close to 100,000 persons. This high rate of annual increase has partially offset the unusually low rate of growth prevailing in the earlier months of last year. In the first half of 1954 the labour force showed an annual increase of only 35,000.

Other significant changes become apparent when agricultural and non-agricultural employment trends are examined separately. In recent months, the number of persons with jobs in agriculture has once again fallen below year-earlier levels. This return to the earlier post-war trend followed a six-month period in which the farm labour force increased on a year-to-year basis. Non-farm employment, on the other hand, has been substantially higher than the comparable figures in 1954 since January, after being well below year-earlier levels for more than a year.

The year-to-year increase in non-farm employment during the first quarter of 1955 reflects a rising level of output in a variety of industries. Housing construction continued to show substantial gains over last year

during the first two months, although activity appeared to slow down in March. Manufacturing output during February showed marked increases in the production of motor vehicles, iron and steel products and wood products. Mineral output also increased over the preceding year, although this comparison is distorted by the strike of metal miners in progress at the beginning of last year.

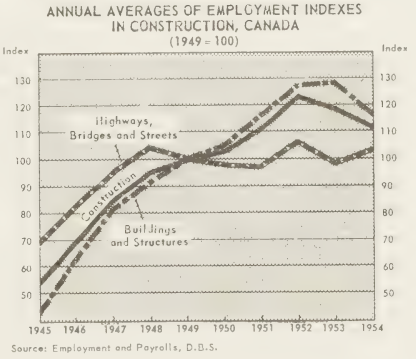
The Construction Industry

Average annual employment in the construction industry[1] rose steadily from 1945 to 1952 and then fell somewhat in the next two years (see accompanying chart). The latest monthly employment indexes suggest that the decline in total construction employment may be at an end. In the second half of 1954, employment in the construction of buildings and structures still appeared to be falling but in the construction of highways, bridges and streets it was higher than a year before. Consequently, total construction employment was almost the same at the end of 1954 as at the end of 1953.

Tracing employment trends in the two main components of the industry shows that since 1947 employment in building construction rose more quickly than did the total construction figure and reached a peak in 1943. Employment in other types of construction climbed steadily until 1948, declined slightly in 1949 and then continued at a stable level until 1954, interrupted only by a brief spurt in 1952.

Figures on the value of new construction (see table p. 380) show steady growth from 1945 to 1955; the forecast for 1955 is almost seven times as great as actual expenditures in 1945. Residential, non-residential and engineering values all show steady growth, broken here and there by minor reversals. The value of new residential construction fell slightly in 1951 and 1952 compared with 1950; that of non-residential construction showed a minor drop in 1954 compared with the previous year. Engineering construction declined somewhat in 1953 and 1954. In all types of construction, however, the outlook for 1955 is for expenditures greater than in any previous year.

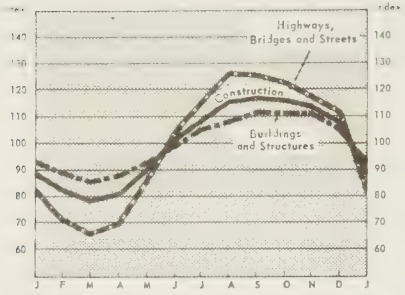
The slight declines in the value of engineering construction in 1953 and 1954 and of non-residential construction in 1954 coincided with the decline in construction employment. However, the strength of residential construction largely offset these declines, so that total expenditures continued to rise. The forecast expenditures for 1955, which are 10 per cent higher than the preliminary estimate of actual expenditures for 1954, support the view that construction employment in 1955 will at least equal that of 1954.



Source: Employment and Payrolls, D.B.S.

[1] Based on the annual indexes of employment prepared by the Employment and Payrolls Section of Dominion Bureau of Statistics. The indexes are calculated from employment figures supplied by contractors usually employing 15 or more persons. Estimates of total construction employment obtained from the Labour Force Survey show similar movements.

AVERAGE SEASONAL CHANGES* IN CONSTRUCTION EMPLOYMENT, CANADA



*Plotted data represent average ratios of employment indexes to corresponding 12-month average values.

Value of New Construction
(millions of dollars)

Year	Total	Building		Engineering
		Residential	Other	
1945	707	286	252	169
1946	1,074	413	356	305
1947	1,424	540	482	402
1948	1,877	668	632	577
1949	2,124	776	707	641
1950	2,366	845	885	636
1951	2,734	821	948	965
1952	3,282	826	1,093	1,363
1953	3,665	1,084	1,252	1,329
1954[1]	3,694	1,169	1,230	1,295
1955[2]	4,064	1,283	1,333	1,448

[1]Preliminary
[2]Forecast

Source: Dominion Bureau of Statistics.

Seasonal Variations

Employment in the construction industry has always been subject to wide seasonal variations. The amplitude of seasonal employment variations declined during the Second World War, increased from 1945 to 1948 and became fairly steady in the years 1948-54. Seasonal employment variations in the construction of highways, bridges and streets are, on the average, more than double those in the construction of buildings and structures (see accompanying chart). This difference may be traced directly to the circumstances under which construction is carried out in these two divisions of the construction industry. A considerable part of the work in construction of buildings and structures is carried on under cover and therefore can be done in the winter; on the other hand, highways and streets are exposed to the elements the year round and snow and cold weather are necessarily a greater hindrance to their construction than to the construction of buildings.

Seasonal variations in construction employment are greatest in the Prairie and Maritime provinces and smallest in Ontario. These differences are probably the result of two factors: climate and the degree of mechanization. Ontario and Quebec, which generally speaking have a more severe climate than the Maritime Provinces, experience smaller seasonal variations in construction employment. They have, moreover, a much larger volume of construction and hence probably have a greater per capita investment in construction equipment. Mechanical equipment may be expected to cut down seasonality in construction employment. First of all, it enables work to be done in the winter that would otherwise be impossible, and in addition the cost of keeping equipment idle in winter creates a financial incentive for contractors to try to do more winter work.

Labour-Management Relations

AT mid-April, collective bargaining was in progress in a number of industries throughout the country, including logging, pulp and paper, automobile manufacturing, mining, construction and aircraft. At the same time it was announced that strike activity during March 1955 reached the lowest point since April 1951 in terms of time lost. In the first three months of 1955, the numbers of workers idle and of man-days lost through stoppages were comparable to the totals for the first quarter of last year.

Guaranteed Employment Plan Formally Demanded

The United Automobile Workers (CIO-CCL) recently included a demand for a guaranteed annual wage in contract negotiations with General Motors of Canada, Limited, at Oshawa, Ont. The UAW served the same demand on General Motors in the United States.

Current Settlements and Negotiations

Grain Elevators – Following a brief strike at mid-month, a settlement was reported between the Lakehead Terminal Operators Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). The agreement, which concluded negotiations begun in late 1953, was reached with the help of a mediator appointed by the federal Minister of Labour. The terms of settlement include a 3-year contract running from January 1, 1954, to December 31, 1956, two additional paid statutory holidays for a total of eight days, a contributory health and welfare plan and a 12-cents-per-hour wage increase distributed as follows: 5 cents retroactive to January 1, 1954, 3 cents retroactive to October 1, 1954, 2 cents retroactive to January 1, 1955, and 2 cents effective January 1, 1956.

Stevedoring – A collective agreement was reached between the Shipping Federation of British Columbia and the International Longshoremen's and Warehousemen's Union (CCL) covering deep-sea longshoremen on the West Coast. Under the new contract, which became effective last March 1, the basic wage rate was increased by 8 cents to $2.19 per hour.

Longshoremen in Montreal also approved a settlement between the Shipping Federation of Canada and the International Longshoremen's Association (TLC). Included in the new contract are a 5-cent-an-hour wage increase, bringing the basic rate to $1.83 an hour, and an increase of 3 cents in the vacation, social security and pension fund. Total contributions by the employers to the fund are now 15 cents per hour.

Rubber Products – Negotiations have been in progress for some months between unions and several rubber products firms in Ontario and Quebec. In Ontario, workers covered by these negotiations are represented by the United Rubber, Cork, Linoleum and Plastic Workers (CIO-CCL); in Quebec, by directly chartered locals of the Trades and Labour Congress.

Negotiations in Ontario so far have resulted in several settlements reported to include a 4-cent-per-hour increase in wage rates and other

benefits (L.G., Mar., p. 250). Recent agreements reached by the union cover two Hamilton plants of Firestone Tire and Rubber Company and the Bowmanville plant of the Goodyear Tire and Rubber Company. The dispute between the union and the Goodyear Tire and Rubber Co. of Canada, Limited, at New Toronto is being referred to conciliation. The union is still engaged in direct negotiations with a number of other companies in Ontario. No settlement had been reported by mid-April in the negotiations in progress in the province of Quebec.

Shipbuilding – An agreement was reached between a group of AFL-TLC unions and the Victoria Machinery Depot Co., Limited, and Yarrows Limited, in Victoria, B.C. Under the terms of the two-year agreement, employees received a wage increase of 2½ cents per hour, to be followed by a similar increase after the first year.

The strike by electrical workers at the Burrard Shipyard in North Vancouver which began in January (L.G., Feb., p. 130) had not terminated at the time of writing. The other tradesmen involved, however, have returned to work under terms similar to those mentioned in this section.

In Quebec, shipyard workers represented by the National Metal Trades Federation (CCL) submitted their disputes with shipbuilding firms at Lauzon and Sorel to a conciliation board and are awaiting the board's report.

Pulp and Paper – Contract negotiations throughout the country, in both the newsprint and the fine paper groups, are scheduled to begin soon. The employees in both industrial groups are represented by AFL-TLC unions, except in Quebec, where the National Federation of Pulp and Paper Workers (CCCL) holds some contracts. Union and management demands have not yet been made public. It has been reported, however, that some firms which used to bargain jointly will ask for single company bargaining and that operators in some regions will ask that operations be put on a 7-day week basis.

A new agreement was reached between the Canadian International Paper Co. and three subsidiary companies with plants in Ontario, Quebec and New Brunswick and a group of unions representing some 5,500 workers. The terms of settlement were reported to include a 5-per-cent increase in wage rates, increased shift differentials, sick leave with pay and company contributions to the health plan.

Construction – At mid-April negotiations covering construction trades in several cities including Vancouver, Toronto, and Montreal were in progress or due to begin. Wage increases and other benefits are sought by AFL-TLC unions and, in Quebec, by CCCL-affiliated syndicates also.

A collective agreement was reached recently between 16 AFL-TLC unions and contractors for the St. Lawrence seaway. Wage rates and other working conditions on the project were reported to have been based on those in effect for construction trades in Toronto. Recent settlements in the construction industry include a wage increase of 15 cents and an increase in vacation pay from 2 to 4 per cent of earnings to carpenters in Winnipeg and a wage increase of 10 cents to electrical workers in Calgary.

The contract dispute between the Montreal Builders Exchange and the AFL-TLC and CCCL unions has been referred to a conciliation board. Wage rate increases and vacation pay of 4 instead of 2 per cent were included in the unions' demands.

Logging and Sawmills – Negotiations are in progress between Forest Industrial Relations and the International Woodworkers of America (CIO-CCL) representing more than 30,000 woodworkers on the coast of British Columbia. The union is seeking a 10-cent-an-hour wage increase and other benefits. The contract covering woodworkers in the interior runs until next year.

Mining – Contract negotiations are in progress between the United Steelworkers of America (CIO-CCL) and the management of Noranda Mines Limited and four other smaller mines in northwestern Quebec. The union's demands at the five mines include voluntary revocable check-off, shorter hours and a wage increase of from 10 to 15 cents per hour. The dispute has been referred to a conciliation officer. The union is also negotiating over similar demands at several gold mines in northern Ontario.

Negotiations are scheduled to get under way soon between the International Union of Mine, Mill and Smelter Workers (indep.) and the International Nickel Co. of Canada, Limited, at Sudbury, Ont. and the Consolidated Mining & Smelting Co. of Canada at Trail, B.C. The two agreements cover nearly 25,000 workers. The union is reported to be demanding a wage increase of 10 cents per hour and other benefits.

Aircraft – No settlement has been reached in the contract negotiations between the International Association of Machinists (AFL-TLC) and A.V. Roe Aircraft Limited and Orenda Engines Limited at Malton, Ont. A single contract for the two plants, wage increases and other contract changes appear to constitute the main issues in the dispute. A sizeable layoff of employees caused by a reduction of orders for aircraft occurred recently.

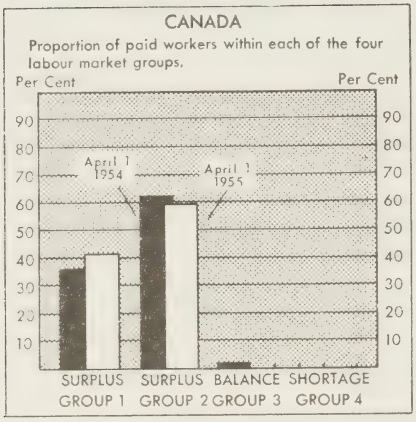
Railways – A conciliation board reported on the dispute between the Canadian National Railways, all regions, and the Brotherhood of Locomotive Firemen and Enginemen (indep.) representing some 7,000 railway workers. A union demand for an increase of $1.35 in daily rates was turned down by the board, which recommended the adoption of a wage formula for the establishment of the 5-day week applicable to yard, hostling and other hourly-rated services and changes in paid vacation provisions.

Civic Workers – A conciliation board recommended a wage increase of 1.5 per cent for 1,500 outside workers of the city of Vancouver. Contract negotiations between the city and civic worker unions representing inside workers, firefighters and policemen are also in progress. In Toronto, wage increases of 15 and 8 per cent have been requested by outside and inside workers' unions respectively.

Work Stoppages

Preliminary figures for March 1955 show a total of 11 work stoppages in existence, affecting 1,956 workers, with a time loss of 13,971 man-days. During February, there were 11 work stoppages involving 2,587 workers and a time loss of 20,055 man-days. In March 1954, the totals were: 18 stoppages, 1,799 workers involved and 14,625 man-days lost.

Manpower Situation in Local Areas



UNEMPLOYMENT was still rising slowly in most sections of Quebec and the Maritime Provinces at the end of March. In other parts of the country the period of winter inactivity had been passed and increasing numbers of workers were being absorbed into manufacturing and outdoor operations. For the country as a whole, the employment and unemployment situation at the end of the month was much the same as at the beginning.

Changes in the level of local unemployment were generally quite small, justifying reclassification in only ten areas during the month. Five areas were reclassified from the moderate to the substantial surplus category and five from the substantial to the moderate surplus category leaving the totals unchanged. Three-fifths of the total number of areas surveyed, representing two-fifths of all wage-earners, were classified in the substantial labour surplus category at April 1. This compares with about one-half of all areas, representing just over one-third of all wage-earners in the same category a year earlier.

An upturn in manufacturing accounted for the improved labour market situation in the largest areas to be reclassified. The labour surplus in Montreal was reduced by the recall of workers to firms manufacturing shoes and clothing. Similarly, the rising production of motor vehicles and parts accounted for the upward reclassification of Windsor and the Niagara Peninsula. The changes in other smaller areas were largely influenced by the level of logging operations.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954	Apr. 1 1955	Apr. 1 1954
Metropolitan	5	5	6	6	–	–	–	–
Major Industrial	16	12	11	15	–	–	–	–
Major Agricultural	7	3	7	10	–	1	–	–
Minor	37	34	20	20	–	3	–	–
Total	65	54	44	51	–	4	–	–

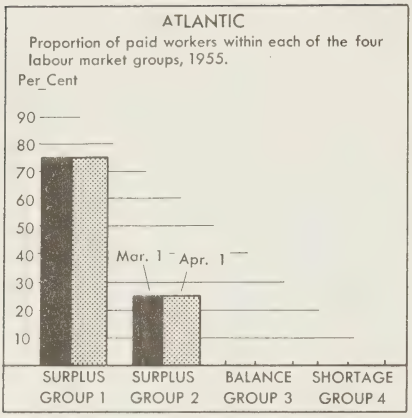
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS
April 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Hamilton Quebec – Levis St. John's Vancouver – New Westminster Winnipeg	Calgary Edmonton → MONTREAL Ottawa – Hull Toronto → WINDSOR		
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William – Port Arthur Farnham – Granby Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn – Val d'Or Sarnia Shawinigan Falls SHERBROOKE ← Sydney TIMMINS – KIRKLAND LAKE ← Trois Rivieres	Brantford Guelph Halifax Kingston Kitchener London → NIAGARA PENINSULA Oshawa Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Chatham Lethbridge Prince Albert Riviere du Loup Thetford – Megantic – St. Georges Yorkton	Barrie Brandon Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin DRUMHELLER ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute – Ste. Thérèse LINDSAY ← Medicine Hat Montmagny North Bay Newcastle Okanagan Valley Owen Sound PEMBROKE ← Portage la Prairie Quebec North Shore Rimouski Sault Ste. Marie Sorel Ste. Agathe – St. Jérôme St. Stephen Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BELLEVILLE – TRENTON Brampton Cranbrook Dawson Creek Galt Goderich Listowel Prince George Prince Rupert Simcoe St. Hyacinthe St. Jean Stratford St. Thomas Swift Current → TRAIL – NELSON Truro Walkerton Weyburn Woodstock – Ingersoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT again declined in the Atlantic region during March as hauling operations were completed in the logging industry. Sawmills, lumber yards and trucking establishments also released workers in the second half of the month as a result of temporary weight restrictions being imposed on provincial highway traffic. The estimated number of persons with jobs at March 19 was 432,000, a decline of 6,000 from a month earlier but an increase of 10,000 from a year earlier. Since seasonal additions to the labour force were taking place during the month, the increase in unemployment was somewhat larger than the decline in employment. Similarly, a year-to-year comparison shows a slight rise in unemployment despite the higher number employed this year.

While total employment was higher in March than a year ago, manufacturing employment continued to lag behind last year. The transportation equipment and iron and steel industries have been chiefly responsible for the downward trend in total manufacturing employment. Lack of orders for railway freight cars and reduced demands for primary iron and steel products were the leading reasons for the downturn in employment in the two major industrial groups. Falling employment in iron and and steel and transportation equipment had the most marked effects in the Sydney and New Glasgow labour markets because of the concentration of these industries in these areas. Newfoundland was the only province of the region in which manufacturing employment as a whole was maintained at a higher level this year than last. Pulp and paper and food and beverages, the principal manufacturing industries in this province, showed more buoyancy in the early months of 1955 than in the same months last year, a record level of employment being reached in the pulp and paper industry.

In non-manufacturing, almost all industries recorded year-to-year increases in employment during March. Logging, although falling off rapidly in the last half of the month, recorded the most notable increase over a year ago.

While unemployment increased again in March, the classification of all 21 areas in the region remained the same at April 1 as a month earlier: three in the moderate and 28 in the substantial labour surplus category. A year earlier, two areas were in the moderate and 19 were in the substantial labour surplus category.

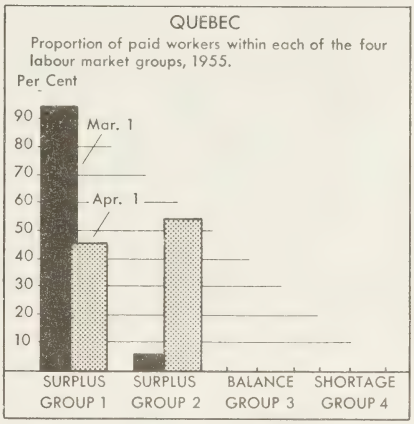
Local Area Developments

St. John's (metropolitan). Remained in Group 1. Employment and unemployment changed very little during the month. Hauling operations proceeded without difficulty as a result of continuing cold weather. Activity

in the construction industry had not developed to any extent but seal fishing got under way, providing employment for approximately 400 workers. Total employment continued at a higher level than last year.

QUEBEC

EMPLOYMENT in the Quebec region continued its seasonal decline well into March. Logging activities were reduced to a minimum with the completion of hauling operations, and seasonal activities in agriculture, transportation and construction were still held back by cold weather and frost. Moreover, labour requirements in manufacturing showed no appreciable change, employment increases being largely confined to the recall of workers laid off earlier in the season. The number of persons with jobs in Quebec at March 19, 1955, was estimated at 1,384,000, a decline of 23,000 from February and of 17,000 from a year earlier.



A sharp year-to-year decline in the number of agricultural workers continued to account for the lower employment levels in Quebec this year compared with last. The drop in farm employment, evident since December, has resulted mainly from the greater number of farmers and farmers' sons who left agriculture this winter for employment in the woods. Many of these men still had not returned to farming at March 19, when the number of persons with jobs in agriculture was estimated at 172,000 compared with 212,000 a year before.

Labour market classifications in total showed no change during March, although two areas shifted positions. The Montreal local office area moved from the substantial to the moderate surplus category, while Sherbrooke moved from moderate to substantial surplus. At the beginning of April, three of the 24 areas in the region were still in the moderate and 21 in the substantial labour surplus category. A year before, five were in the moderate and 19 in the substantial labour surplus classification.

Local Area Developments

Montreal (metropolitan). Reclassified from Group 1 to Group 2. Work on the heavy construction program scheduled for this summer was gradually getting under way. Employment also increased in the clothing industry as activities neared the seasonal peak in production; little change was evident in other manufacturing industries. Unemployment continued at a higher level than in the same period in 1954.

Quebec-Levis (metropolitan). Remained in Group 1. Unemployment increased slightly during March as woodsmen returned temporarily to the labour market before the start of the spring river drive. Requirements

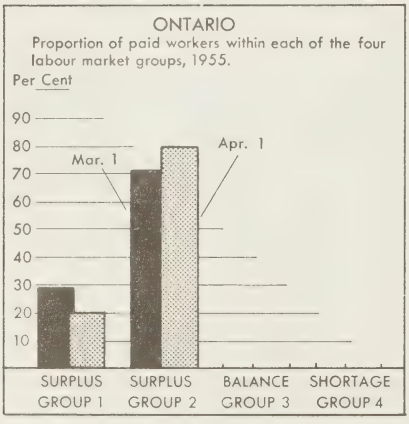
for workers in consumer goods industries increased slightly although employment in these industries remained well below that of the previous year.

Sherbrooke (major industrial). Reclassified from Group 2 to Group 1. Although primary textile firms reported continuing high levels of employment, labour demand in clothing firms, particularly hosiery, was still weak. Unemployment remained relatively heavy among carpenters, painters and other construction workers.

Trois Rivières (major industrial). Remained in Group 1. Relatively large numbers of loggers and construction workers were still registered for employment at the end of March. Unemployment levels throughout the area continued above those of the previous year, although some industries such as textiles showed some improvement.

Drummondville (minor). Remained in Group 1. Labour surpluses throughout the winter have been smaller than last year, largely reflecting increased activities in the textile industry. The seasonal peak in unemployment was passed in February.

ONTARIO



LITTLE over-all change occurred in the employment situation in Ontario during March, although the gradual upturn in manufacturing that began in February continued. The number of persons working full time increased by about 18,000 but this increase consisted largely of persons previously on short-time or temporary layoff. The total number with jobs remained virtually unchanged at 1,887,000, a figure about 16,000 higher than a year earlier. For the first time since last April, a year-to-year increase occurred in the number with jobs in the non-agricultural industries. Unemployment levels changed very little during the month and were still slightly higher than in 1954.

The early spring upturn in employment, already evident in the region in February, slowed down with the bad weather in March. The beginning of much construction work was delayed and further small reductions occurred in woods operations; hauling was not expected to begin again until the end of April. Some strengthening occurred in the automobile, clothing, iron and steel and some electrical apparatus manufacturing industries and there was also some pick-up in shipbuilding and repairing in preparation for the opening of navigation. On the other hand, employment decreased in tobacco processing as the industry approached the end of its season and signs of slackening appeared in agricultural implement, radio and television set and upholstered furniture manufacturing.

These small employment changes during the month resulted in the reclassification of six labour market areas. Windsor, Niagara Peninsula, and Belleville-Trenton moved from the substantial to the moderate surplus category, while Timmins-Kirkland Lake, Lindsay and Pembroke did the reverse. At the beginning of April, 12 of the 34 areas in the region were still in the substantial surplus category and 22 were in the moderate surplus category, compared with seven in the substantial surplus, 25 in the moderate surplus category and two in balance a year earlier.

Local Area Developments

Hamilton (metropolitan). Remained in Group 1. Employment in most industries in the area showed a gradual increase. By the end of March some shortages were developing for machinists, toolmakers, sheet metal workers and electricians but all requirements were being met. Construction starts were slowed down by storms at the end of the month but were expected to increase early in April.

Ottawa-Hull (metropolitan). Remained in Group 2. No change occurred in the employment situation during March since bad weather brought all outdoor activity (other than snow removal) to a halt and delayed the beginning of new construction jobs by two or three weeks.

Toronto (metropolitan). Remained in Group 2. The spring upturn was slow although housing starts in the area were slightly higher during the first months of this year than in the same period in 1954. Manufacturing of radio and television sets slowed down but production of clothing and boots and shoes for the spring market was gradually increasing.

Windsor (metropolitan). Reclassified from Group 1 to Group 2. The gradual increase in automobile production reduced labour surpluses but construction was very slow this year and unemployment levels were still considerably higher than they were a year ago.

Niagara Peninsula (major industrial). Reclassified from Group 1 to Group 2. Increased production in the automobile supplier plants and in some of the iron and steel products industries reduced surpluses in the area.

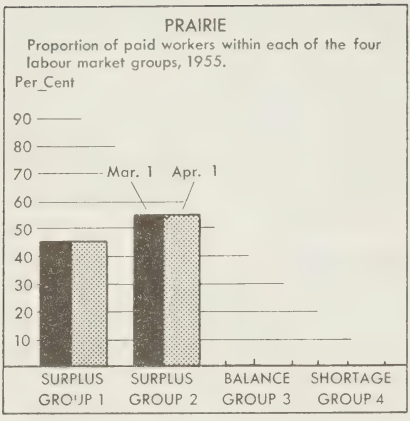
Timmins-Kirkland Lake (major industrial). Reclassified from Group 2 to Group 1. Further small reductions in log cutting and hauling increased the labour supply during the month.

Belleville-Trenton (minor). Reclassified from Group 1 to Group 2.

Lindsay and **Pembroke** (minor). Reclassified from Group 2 to Group 1.

PRAIRIE

EMPLOYMENT in the Prairie region increased during March from the winter low point reached in early February. The seasonal upswing in non-farm activities was delayed by severe cold but placements of farm workers increased steadily throughout the month. Unemployment showed some corresponding reduction, although the decline did not match the gain in employment because of a seasonal increase in the labour force. The estimated number of persons with jobs at March 19 was 882,000, an increase of 11,000 from a month earlier and 8,000 from a year earlier.



Only one area, Drumheller, was reclassified during the month—from the moderate to the substantial labour surplus category. At the beginning of April, 11 of the 20 areas in the region were in the moderate and nine were in the substantial labour surplus category. A year earlier, two areas were in balance, 15 were in the moderate and three in the substantial labour surplus category.

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Labour requirements were increasing in construction and wholesale and retail trade but layoffs occurred in some manufacturing lines. Meanwhile, the labour force increased because of a steady influx of workers from other areas. The net result was an increase in employment, unemployment remaining relatively unchanged. Construction activity increased despite the continuance of extremely cold weather during most of the month but employment was intermittent in the industry because of the weather conditions. Labour surpluses persisted in almost all occupations in the area, the exceptions being stenographic and clerical help.

Edmonton (metropolitan). Remained in Group 2. Employment changed very little during the month as labour requirements for the construction industry had not increased to any extent. All major industries in the area showed improvement over a year earlier but since the year-to-year increase in the labour force had been large, unemployment was also greater than last year.

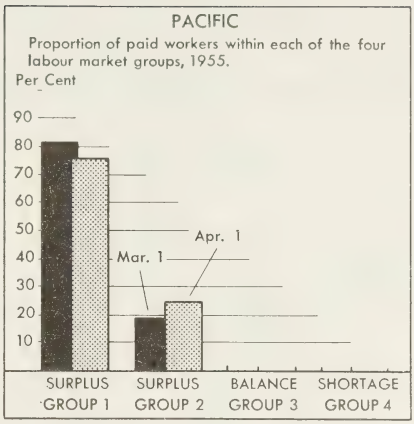
Winnipeg (metropolitan). Remained in Group 1. The seasonal low point in employment was reached in February and there was little pick-up in March. Some staff reductions occurred in packing houses and transportation but a correspondingly small increase occurred in other industries. The volume of construction work in progress during the month was notably higher than a year ago. Similarly, the value of contracts awarded in the first two months of 1955 was substantially greater than in the same period last year, indicating that demands for construction labour will be heavy in the summer season.

Drumheller (minor). Reclassified from Group 2 to Group 1. Unemployment increased principally as a result of layoffs in coal mining.

PACIFIC

EMPLOYMENT in the Pacific region increased only slightly during March but reached a level significantly higher than in March 1954. Logging was curtailed in several areas mainly because of heavy snowfalls but also because of the spring break-up and resulting road re-

strictions. Sawmills in some areas continued to operate at capacity; in others, production was hampered by adverse weather conditions. Construction and manufacturing were somewhat busier than in February. Wholesale and retail trade were at normal levels for this time of year. Agricultural activity increased seasonally. In the week ending March 19, 414,000 persons were estimated to have jobs, 4,000 more than in February, and 12,000 more than in March 1954.



Although unfavourable weather greatly reduced logging activity for most of March, there was considerable improvement by the end of the month. Export lumber markets continued to be strong and lumber sales in Prairie markets were increasing. Shingle and plywood mills were busy and pulp and paper mills were operating at capacity. In manufacturing, machine shops were busier and heavy steel manufacturers had a substantial volume of work.

During the month, only one labour market area was reclassified, from the substantial labour surplus to the moderate labour surplus category. At the beginning of April, five of the ten local labour market areas were in the substantial and five were in the moderate labour surplus category. At the corresponding date in 1954, six areas were in the substantial and four were in the moderate labour surplus category.

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. A moderate gain in employment occurred. Forest operations were greatly reduced as a result of heavy snowfalls, with a consequent decrease in log inventories. Log supplies, however, are still adequate, although a high level of lumber production was maintained during the month. Employment increased in some sectors of manufacturing, notably in heavy steel manufacturing and in machine shops. The volume of construction under way is fairly heavy and is expected to be higher than in 1954. Building permits for the first two months of this year were substantially higher than last year.

Victoria (major industrial). Remained in Group 2. The employment situation was considerably better than a year earlier although most of the larger logging operations were suspended for the greater part of the month because of heavy snowfalls. Sawmills were producing at capacity and no surplus of sawmill labour exists. Construction activity was slowed down by cold weather early in the month but picked up later.

Trail-Nelson (minor). Moved from Group 1 to Group 2. The small increase in employment is attributable to minor improvements in several industries.

Current Labour Statistics

(Latest available statistics as of April 11, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Mar. 19	5,400,000	+ 0.2	+ 2.1
Persons with jobs	Mar. 19	4,999,000	− 0.3	+ 0.6
At work 35 hours or more	Mar. 19	4,484,000	0.0	− 0.5
At work less than 35 hours	Mar. 19	391,000	− 2.0	+11.7
On short time	Mar. 19	47,000	0.0	−24.2
Usually work less than 35 hours	Mar. 19	226,000	− 2.6	+15.9
Other reasons	Mar. 19	118,000	− 1.7	+26.9
With jobs but not at work	Mar. 19	124,000	− 3.1	+ 8.8
Laid off full week	Mar. 19	18,000	−21.7	−14.3
Other reasons	Mar. 19	106,000	+ 1.0	+14.0
Paid workers	Mar. 19	3,826,000	− 0.5	+ 2.0
In agriculture	Mar. 19	82,000	+ 2.5	− 5.8
Non-agricultural	Mar. 19	3,744,000	− 0.6	+ 2.2
Persons without jobs and seeking work	Mar. 19	401,000	+ 5.8	+24.9
Registered for work, NES (b)				
Atlantic	Mar. 17	84,455	+ 5.6	+ 4.4
Quebec	Mar. 17	217,542	+ 8.4	+ 9.3
Ontario	Mar. 17	175,366	− 2.4	+14.3
Prairie	Mar. 17	95,232	+ 4.8	+24.4
Pacific	Mar. 17	60,318	− 2.9	+ 0.7
Total, all regions	Mar. 17	632,913	+ 3.2	+11.1
Claims for U.I. Benefit				
Ordinary	Mar. 1	447,756	− 2.6	+ 3.6
Supplementary	Mar. 1	130,830	+56.5	+62.7
Amount of Benefit Payments	February	$34,897,486	+23.0	+17.6
Industrial employment (1949=100)	Feb. 1	105.8	− 3.0	− 1.1
Manufacturing employment (1949=100)	Feb. 1	103.6	+ 0.4	− 4.3
Immigration	December	7,454	−14.0	− 8.7(c)
Industrial Relations				
Strikes and lockouts—days lost	March	13,971	—	+12.6(c)
No. of workers involved	March	1,956	—	+ 2.9(c)
No. of strikes	March	11	—	−41.3(c)
Earnings and Income				
Average weekly wages and salaries	Jan. 1	$58.55	− 1.8	+ 3.5
Average hourly earnings (mfg.)	Jan. 1	$ 1.43	+ 1.1	+ 1.7
Average hours worked per week (mfg.)	Jan. 1	41.3	+ 0.2	+ 0.7
Average weekly earnings (mfg.)	Jan. 1	$58.98	+ 1.4	+ 2.5
Consumer price index (av. 1949=100)	Mar. 1	116.0	− 0.3	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	Jan. 1	121.5	+ 1.6	+ 1.8
Total labour income $000,000	January	984	− 4.0	+ 4.1
Industrial Production				
Total (average 1935-39=100)	January	238.5	− 0.6	+ 4.1
Manufacturing	January	241.7	− 0.6	+ 0.6
Durables	January	293.3	+ 0.8	− 2.1
Non-Durables	January	208.8	− 1.8	+ 3.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

TLC and CCL Agree on Principles of Merger

A major step towards the union of the Trades and Labour Congress of Canada and the Canadian Congress of Labour was taken March 9 in Ottawa when leading officials of the two organizations adopted a set of basic principles for a merged federation. CCL Secretary-Treasurer Donald MacDonald, speaking for the eight-man unity committee, announced that the group had "made exceptional progress towards our goal of a merger".

At the same time as the merger principles were endorsed, the committee announced the appointment of H. Carl Goldenberg, OBE, QC, of Montreal, as impartial arbitrator in jurisdictional disputes between the TLC and the CCL. Mr. Goldenberg will arbitrate any jurisdictional conflicts arising out of the no-raiding agreement of November 8, 1954, between the two organizations. Affiliated unions of the two labour bodies are being invited to subscribe to this agreement on a voluntary basis.

The merger principles, which will have to be approved by the governing officials of both organizations and at the annual conventions of both labour bodies, are as follows:—

The new congress will include as equals all union organizations now in either body and other legitimate groups that may wish to join.

The new congress shall be dedicated "to the principle of promoting and advocating the best interests of its membership in the economical, social, and legislative fields".

The objective will be the creation of a centre which will eventually unify all sections of *bona fide* organized labour in Canada.

The principles of both industrial and craft concepts of organization are recognized as equally necessary.

Affiliates of the new congress will be encouraged to settle any difference which may arise "by voluntary agreement in consultation with the officers and officials of the new Congress; by mutual agreement between themselves; or by such other means as will resolve the issues amicably and intelligently".

Constitutional provision will be made to assure the right of all workers, regardless of race, colour, creed, or national origin, to share fully in the benefits of trade union organization.

Effective machinery will be established to combat discrimination and promote a constructive program on human rights.

Every legitimate means will be taken to protect the Canadian labour movement from corruption and dishonesty.

The new congress will affirm its adherence to the principles of democracy and its abhorrence to totalitarianism in any form, including Communism and Fascism. This principle provides that "no organization which, in the view of the new Congress, subscribes to, or supports, totalitarianism, shall be eligible for affiliation".

Initially, the regional and departmental structures and employees, including those engaged in administration, will be retained. Later, the two structures will be integrated into one organization.

Provincial Federations and Labour Councils will amalgamate as soon as practicable following the merger.

Every effort will be made to bring about the attainment of these "mutually desired" objectives as rapidly as circumstances will permit.

According to the program established by the unity committee, five steps have been provided for the establishment of the new labour group: They are:—

Submission of a statement of principles to the executive councils of both congresses.

Drafting of a constitution for the new congress.

Submission of the proposed constitution to the executive councils.

Submission of the constitution to the national conventions of both labour bodies. (The TLC convention opens May 30 at Windsor, Ont., the CCL convention on October 10 at Toronto.)

Convoking a founding convention for the new congress.

CCCL Advised to Withhold Comments on Merger

In connection with labour unity in Canada and its possible repercussions, the General President of the CCCL has warned CCCL members to withhold comment until the federation's next convention has decided on the CCCL stand.

55110—2

Gérard Picard last month issued an official statement so that "stories, rumours and contradictory comments may not become too frequent within our movement or outside of it".

His statement reads as follows:

The future of the CCCL has become a subject of great interest as a result of the publication, during the last few weeks, of news despatches announcing that the organic fusion of the main labour organizations in the United States has been practically decided upon and that the organic fusion of the two most representative labour organizations in Canada (the Trades and Labour Congress and the Canadian Congress of Labour) is making rapid progress.

News of such importance is likely to arouse comment within and without trade-union circles, and it is to be expected in particular that members of the CCCL will be asked to express their opinion.

We must all bear in mind, however, that the convention of the CCCL is the supreme authority within our movement, and that it will be up to the convention to make whatever decision it may deem advisable when the proper time comes.

Our next convention will be held at Quebec in September, and it is of the utmost importance that every member be prepared to discuss the situation objectively. Until that time, it would be advisable and in the interests of the movement in general that there be no public discussion between affiliated organizations or with other organizations.

The CCCL has not received any invitation to date to join the Canadian labour organizations which are planning amalgamation; neither has it been kept informed of their discussions. All the information we have at present is derived from the reports and comments published in the newspapers.

The CCCL has a little more than 100,000 members in 460 syndicates. Almost all of these members are in the province of Quebec.

UMW's McMaster Ousted, Takes Members to SIU

A sudden merger of two of Canada's maritime unions last month brought most of the country's inland and deep-sea sailors into one organization. The amalgamation followed the expulsion by his parent union of the leader of one of the merging groups.

On March 17, Capt. H. N. McMaster, President of the Montreal local of the mariners' division of the United Mine Workers of America, was expelled for alleged failure to extend the union's constitutional rights to members. The local's charter was lifted at the same time.

The same day Capt. McMaster met with Hal Banks, Canadian Director of the Seafarers' International Union of North America (AL-TLC), and promised to bring his membership into the SIU. The next day it was announced that Capt. McMaster had been named advisory consultant on the policy committee of the SIU.

Capt. McMaster's expulsion from the UMW was announced by Irving A. Desroches, Regional Director, who accused him of charging exorbitant dues and initiation fees and of levying assessments on the members without authority. He added that Capt. McMaster had held no union meetings in the last four years and had failed to negotiate collective agreements in the presence of a committee which should have been elected for the purpose.

The National Seamen's Association of Canada, headed by Capt. McMaster, affiliated with the United Mine Workers of America four years ago (L.G., 1951, p. 1618). The Association, which at that time was an affiliate of the National Maritime Federation, had been refused affiliation by the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., 1951, p. 1339).

With the addition of the UMW seamen, the Seafarers' International Union now has a membership of about 7,000. The SIU's Canadian district was formed four years ago to replace the Canadian Seamen's Union, which the Canada Labour Relations Board had ruled was not a "trade union" or "union" within the definition of the Industrial Relations and Disputes Investigation Act (L.G., 1951, p. 191). The Board's decertification order was subsequently upheld by a decision of the High Court of Justice of Ontario (L.G., 1951, p. 697).

Two Unions Endorse AFL-CIO Merger Plan

According to press reports, two international unions have signed the AFL-CIO merger agreement (L.G., March, p. 277) and another, which previously had refused to do so, has signed the no-raiding agreement drafted by the two federations last year.

Early last month the Upholsterers' International Union (AFL) and the United Auto Workers (CIO) announced that they had ratified the merger agreement. On the same day the United Steelworkers of America (CIO) announced that they would sign the no-raiding agreement.

In announcing his executive board's decision, Steelworkers' President David J. McDonald said his union hopes to work out an amalgamation with the AFL Aluminum Workers. The Steelworkers have about 20,000 members in aluminum plants, the AFL union about 15,000.

CIO Oil Workers Merge With CIO Chemical Union

A new union, the International Union of Oil, Chemical and Atomic Workers (CIO), came into being on March 4 with the merger of the Oil Workers International Union (CIO) and the United Gas, Coke and Chemical Workers of America (CIO).

O. A. Knight, the Oil Workers' President since 1940, and T. M. McCormick, the Oil Workers' Secretary-Treasurer, were elected to the same posts in the new union. The four Vice-presidents of the new union are: B. J. Schafer, OWIU Vice-president; Elwood D. Swisher, President of the old chemical workers union; and Joseph Applebaum and Jack Curran, former district directors of the chemical union.

Organizing jurisdiction will cover the "atomic, petroleum, gas, chemical, and allied, related and similar industries in the United States and Canada". A membership of 1,000,000 is the union's goal, which they hope to achieve by further mergers and organizing efforts in areas where membership is thin. President Knight views a merger with the AFL International Chemical Workers' union as likely in the near future.

An international executive board of 16 members, 16 alternate board members and 16 district directors (15 districts in the United States and one in Canada) have been selected. Nine oil union delegates were elected to the international executive board; seven OWIU men were chosen alternate members and eight were appointed as district directors. The rest of the international board and board alternates were drawn from the chemical union.

The headquarters of the old oil workers union at Denver will serve the new OCAWIU.

NES Completes Plan to Recruit Seaway Labour

Comprehensive plans to help contractors engaged on the St. Lawrence Seaway and Power Project to obtain the best available applicants to meet their manpower requirements have been prepared by the Unemployment Insurance Commission. Under the program, a St. Lawrence Central Employment Bureau will be established to inventory manpower resources after local National Employment Service offices have called in all job-seekers for re-interview.

Arrangements concluded with the Ontario Hydro Electric Power Commission and the St. Lawrence Seaway Authority provide for recruitment through the NES of the labour requirements of both these organizations which are engaged in the Seaway development. The Cornwall local office of the NES, which is centrally located in relation to the works now commencing or at present under construction, will be the office of origin for the labour supply.

Under the scheme, local offices of the NES will be informed of occupations that will be engaged on the project in order that they may provide the Cornwall centre with information on the number, qualifications and continued availability or workers in these categories who are ready to accept employment on the project. As labour demand develops, the Cornwall office will be in a position to request the despatch of workers as required.

National Employment Service offices are being requested to discourage uncontrolled movements of workers into the area as far as it is possible for them to do so. In order to facilitate an orderly movement, information bulletins will be issued from time to time on the labour needs on the project.

The present working force will increase to a maximum of between 4,000 and 5,000 in 1956 and 1957, according to the Hon. George H. Challies, First Vice-Chairman of Ontario Hydro.

Vocational Guidance Films Now Available from NFB

A new series of filmstrips about Canadian occupations, sponsored by the Department of Labour, is now available from the National Film Board. The series was produced for use in conjunction with the Department's monographs on occupations.

So far produced in the new series are: *Plumber, Pipefitter, and Steamfitter; Careers in the Engineering Profession; Technical Operations in Radio & Electronics;* and *The Social Worker.*

Other filmstrips related to guidance include *Geology as a Career* and *Mapmaking: Field Surveys* sponsored by the Department of Mines and Technical Surveys, and the NFB's *Teaching as a Career* and *Nursing as a Career.*

These filmstrips explain the academic requirements for entry into the job, the nature of the work, the value of the work to the community and, in some cases, the remuneration which can be expected. Some indication is given as to the kind of personality which tends to improve one's chances of success in the particular work described.

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Cancels Offer to Convene Meeting on Unemployment

The Canadian Welfare Council has cancelled its earlier offer to call a federal-provincial conference to deal with the question of assistance to the unemployed not covered by unemployment insurance (L.G., March, p. 262). The Council assumes that its aim will now be met through the official federal-provincial conference being called by the Prime Minister.

"Our own offer to call a conference", said Lawrence Freiman, Council President, "was to facilitate discussion by governments of this important question. We are very encouraged by the present turn of events. We have every confidence that advantage will be taken at the forthcoming conference to consider the needs of the unprotected unemployed as well as measures to increase actual employment."

B.C. Committee to Study Seasonal Unemployment

Measures to reduce seasonal unemployment in British Columbia are being studied by a committee composed of business, government, industry and labour representatives established last month in Vancouver under the auspices of the National Employment Service. The committee, which will receive suggestions and proposals from its members at later sessions, is the first of its kind in the province.

The committee's main job will be to seek ways of "spreading the work around" by transferring projects normally done during the summer months to the winter, when logging camps close down and construction almost comes to a standstill. Business and labour leaders are reported to be also considering the possibility of developing more secondary industry in order to reduce economic dependence on the weather.

U.S. Factory Employment Increases in February

An increase in factory employment in the United States during February was the most significant labour market development of the month, according to a report by the Departments of Labor and Commerce. A similar increase was the most significant feature of the Canadian labour market in February (L.G., March, p. 245).

Unemployment was reported at 3,383,000, or 36,000 higher than January's 3,347,000. Both Departments said this change was so small that it was in the realm of possible statistical error.

Total employment—at 59·9 million in February—did not change significantly from the previous month as gains in manufacturing were offset by seasonal declines in other activities. Manufacturing plants reported substantial increases in their payrolls to 16·1 million, about 120,000 higher than in January. Metal and metal products industries led the advances in durable goods manufacturing. The largest gain—28,000—was in machinery, the first significant advance in this industry in two years. Primary metals and transportation equipment continued the gains of the past several months.

Seasonal Declines

Ordnance and lumber were the only industries in the durable goods sector that reported declines. Agriculture and construction dropped off because of the severe weather and the mid-winter decline in trade continued.

New unemployment, as reflected by initial claims for unemployment benefits, dropped from a peak weekly volume of 430,000 in early January to 265,000 in early February. Due to the lull in hiring for the mid-winter period, the number of relatively long-term jobless (those seeking work 15 weeks or longer) increased to 1,000,000 from 700,000 in late fall.

The average factory work week, at 40·5 hours in February, was almost an hour longer than a year ago. At the same time, the total number of persons working full-time (35 hours or more a week) in non-agricultural industries increased by almost two million from February 1954, when large numbers were on a four-day week.

"Jobless Insurance Claims Give Only Partial Picture"

Only a partial picture of labour conditions can be obtained from applications for unemployment insurance, Governor Averell Harriman of New York State said last month when he announced that his administration was trying to find an accurate yardstick for measuring unemployment in the state.

During the first two months of this year, he pointed out, 20,688 workers exhausted their unemployment insurance benefits compared with 11,906 for the same period last year. There was no way to determine whether these persons found new employment, he said.

U.K. Unemployment Drops To New Low for Feb.

The number of unemployed persons in Great Britain on February 14 was 282,000, a decrease of 16,000 from January 10. It was the lowest figure for February since the war. Last year, in February, the figure was more than 100,000 higher.

This year's February figure represented 1·3 per cent of the estimated total number of employees compared with 1·4 per cent in January and 1·8 per cent in February 1954.

At the same time the United Kingdom's Ministry of Labour published figures showing that the average earnings of male manual industrial workers over the age of 21 had risen 3 per cent in the half-year ending October 1954. In April 1954 the average earnings of men over 21 was 197s 8d, compared with 204s 5d for the last full pay-week in October 1954.

The average weekly earnings of manual workers (including women, boys, and girls) in all industries surveyed by the Ministry was 171s 9d in October, compared with 166s 6d in April. During the same period the number of weekly hours worked went up a fraction, the October average being 46·7 compared with 46·5 in April.

Australia Has More Jobs Than Available Workers

Australia's labour shortage shows no sign of decreasing. February figures showed job vacancies registered with the employment service totalling 66,237. At the end of last year, 56,000 unfilled jobs were listed.

Australia's working force was boosted by 89,000 in 1954. Most of this employment increase was brought about by reduced unemployment and by the re-entry to the labour force of married women who had left their jobs when employment fell off in 1952.

Rt. Hon. Robert G. Menzies, the Australian Prime Minister, in an interview while visiting Ottawa early in March said "it would be quite accurate to say that there are more jobs than there are people".

Once B.C. Coal Miner, UMW Official Dies

John T. Jones, an official of the United Mine Workers of America who once worked in a coal mine at Michel, B.C., died March 3 in Washington.

He was Director of UMW's District 16 (Maryland and the northern part of West Virginia), a member of the union's executive board and Director of the Non-Partisan League, the UMW's political and legislative branch.

Born in Wales, in 1888, he went to work in a coal mine there at the age of 13, served in the British Army and later became a coal miner in British Columbia.

CCCL's Montreal Council Names New President

Roger Mathieu, who is labour editor of Montreal's *La Presse,* last month was elected President of the Montreal Central Council (CCCL) to succeed Horace Laverdure, who is a CCCL Vice-president.

The only other changes in the Council's executive were the election of Maurice Vassart as recording secretary and Mrs. Simone Gélinas as corresponding secretary.

Railway Union Official, William K. McKee Dies

William Kenneth McKee, Canadian Vice-president of the 20,000-member Brotherhood of Maintenance of Way Employees, died in Ottawa March 7 following a brief illness. He was 50 years of age.

Mr. McKee was elected Canadian Vice-president of the Brotherhood in 1952. From 1944 to 1949 he served as Vice-General Chairman of the Brotherhood. In 1949 he wes elected General Chairman and served in that capacity until he became Vice-president.

A railwayman since 1921 when he joined the Canadian Pacific Railway at his home town of Saint John, N.B., he became Chairman of the Brotherhood's Lodge No. 184 at Saint John in 1925 and held that post until 1941, when he was elected Assistant General Chairman of the Brotherhood and moved to Winnipeg.

Mr. McKee had served on numerous committees and delegations. From 1929 to 1941 he was a member of the Joint Protective Board for the Canadian Pacific Systems Federation. In 1941 he was named to the Brotherhood's Central Committee for Canada and served as Secretary of the Committee from 1947 to 1952. He was appointed to the National Legislative Committee (Canada), International Railway Brotherhoods, in 1952 and the same year was named to the Canadian Railway Board of Adjustment No. 1.

Last year he attended the International Labour Organization Conference in Geneva as adviser to Canada's worker delegate.

175,000 Will be Employed On Ontario Public Works

Ontario's 1955-56 budget presented to the provincial legislature on March 9 showed that more than $700,000,000 will be spent on a construction program by the Ontario Government and its agencies. Of this amount, $220,000,000 will be spent on highways and $36,000,000 on construction of hospitals, other public buildings and capital works.

Premier Leslie Frost, presenting the budget, said the public investment program outlined would mean the equivalent of a monthly work force of more than 175,000 persons. He said that during the past 12 years $15,000,000,000 had been invested in expanding and modernizing the province's industrial structure and during these years 442,000 new job opportunities had been created. The Premier noted that despite the fact employees in manufacturing now work five hours less every week than they did five years ago, the average weekly wage or salary in Ontario had climbed 113 per cent.

In the coming year the Ontario government itself expects to spend $517,300,000. Ordinary government operations are expected to be $367,700,000. Public works, highways and other capital expenditures will account for $149,600,000.

The new budget called for $27,800,000 to be spent on provincial welfare services compared with $26,000,000 in the fiscal year 1954-55. Ontario plans to spend $6,900,000 in allowances to mothers and their dependents, an estimated increase of $300,000 over the past year.

Premier Frost said that 47 new homes or additions to homes for the aged had either been constructed or are now in the process of planning or construction under the province's plan of capital construction grants for such homes, including those operated by charitable organizations. One of the new homes, he said, is a $3,000,000 project at Newmarket.

The Children's Aid Societies would also require an increase in appropriation, the Premier said. Ontario, he pointed out, was the only province sharing in the cost of public day nurseries. He said the Welfare Department was in the process of reorganizing and reinforcing services rendered to handicapped people.

An additional appropriation will be made to implement the amendments relevant to the Blind Persons Allowances which permit persons to become eligible for pensions at age 18 and to earn higher annual incomes.

Sask. Plans to Increase Welfare Expenditures

The 1955-56 Saskatchewan budget presented on March 2 called for substantial increases by social welfare and education departments without tax increase.

Social welfare will receive an additional $1,000,000, raising estimated spending by that department to $9,092,230. A major provision will increase supplementary allowances to old-age pensioners up to a maximum of $17.50, so that the new allowances will range from $2.50 to $20 per month.

Mothers' allowances will be raised $5 a month.

The sum of $129,000 was earmarked as the provincial Government's share in the new federal-provincial pensions for totally disabled persons.

Estimated expenditures for the provinces Education Department was set at $15,092,000 and for the Highway Department at $22,455,000.

Welfare Costs in Sweden Biggest Item in Budget

The cost of national health insurance, introduced this year (L.G., Dec. 1954, p. 1680), accounts for a major part of the increase in the allocations for social welfare —the biggest item in Sweden's record 1955 budget of $1,836,000,000.

Taxes in Sweden are unchanged from last year's by about $194,000,000. Almost 90 per cent of the sum will be raised by taxation, the balance from state-owned enterprises.

Social welfare appropriations amounted to $475,000,000, an increase of $27,700,000 over 1954; for defence, second largest item in the budget, $395,000,000, unchanged from 1954.

N.Y. Allows Investigation Of Jurisdictional Disputes

On March 8 a Bill which permits the New York State Labor Relations Board to investigate jurisdictional disputes between unions and determine which union has been designated to represent the employees in collective bargaining was passed by the New York State Legislature's Assembly Labor Committee.

Previously the State Labor Relations Act specifically prohibited the Labor Relations Board from investigating a controversy concerning representations between members of the same union or between unions affiliated with the same parent labour organization.

U.S. Makes 1st Study of Project's Job Potential

An average of about 130,000 more full-time site workers will be needed on road building in the United States in 1957 than at present, assuming Congressional and State governmental approval by mid-summer this year of President Eisenhower's $101-million, ten-year highway program, according to a research study recently completed by the U.S. Department of Labor.

The Department's analysis marks the first time that a public works measure has been subjected to advance computation in terms of labour absorption.

Researchers' Estimates

The study estimates that by 1960, when work under the program is likely to be at its peak, site labour needs will have increased by about 150,000 workers to a monthly average of approximately 500,000. This compares with about 220,000 in 1954.

In addition to the men working at the site, nearly the same number are presently working in mines, forests, factories, transportation systems, and administrative offices to produce and deliver the necessary materials, supplies and equipment to the construction site, the study notes. It estimates that by 1960, these off-site labour requirements will be slightly higher than for workers on-site and that at its peak activity the highway program will account for nearly one million jobs, on and off the construction site.

Two Possible Forecasts

The research study points out that within the scope of current estimating facilities and available facts, both a more conservative and a more optimistic outlook for the rate of increased production per worker are possible. From the more conservative point of view, the study notes, construction site requirements might be increased by some 15,000 workers for 1957 and by about 50,000 for 1960. On the other hand, the labour estimates would be lowered by approximately the same amounts for these years, assuming a more favourable interpretation of the rate at which output per worker will increase. The monthly average number of construction workers needed at the site of road-building projects could range from 335,000 to 365,000 in 1957, and from 450,000 to 550,000 in 1960, the article points out.

In its analysis of the various skills and occupations that will be required on the program, the article estimates that the greatest increase, relatively as well as in the number of workers, will be machine operators. Jobs in this category may rise from 46,500 in 1954 to about 87,500 in 1957 and, at the program's peak in 1960, reach 150,000, or three-tenths of the total site needs, the article states.

Carpentry jobs are expected to advance from the present average of 22,500 to 36,000 in 1957 and 51,500 in 1960. Skilled jobs as a whole are expected to total about 245,000 at the height of the program. In addition, the study estimates there will be a demand for 13,000 full-time mechanics to care for the equipment in use, for 10,500 structural and reinforcing steel workers, and 10,000 cement finishers.

Apprenticeship Award Honours Ont. Builder

Hailed as one of the pioneers in developing apprenticeship in Ontario's construction industry, John M. Pigott of the Pigott Construction Company has been honoured for his work in the field by creation of an annual apprenticeship award to bear his name.

At the 100th meeting of the Provincial Advisory Committee of the Building Trades in Toronto March 21, Committee Chairman John W. Bruce, organizer in Canada of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-TLC), said that in naming it the Pigott Award the Committee was honouring the man who had done the most in making the Ontario Apprenticeship Act of 1928 a reality.

The apprenticeship award, capital for which was contributed by employers and labour leaders, is administered by representatives from the various trades and officials of the Apprenticeship Board, Ontario Department of Labour.

Says Union Pay Demands Discourage Training Plans

A member of the Ontario Legislature has charged that industry in the province is discouraged from fostering training programs by unions' insistence on too high a rate of pay for apprentices.

Appearing before the Legislature's education committee, R. M. Myers (Waterloo South) said the situation is creating a shortage of technically-trained men. In Ontario, he said, only 6,000 apprentices are being trained, compared with 13,000 in Quebec and 2,000,000 in Germany.

N.Y. Assembly Defeats Jobless Insurance Bills

On March 15 a Bill to extend unemployment insurance coverage to employers of one or more workers instead of four or more was defeated by the New York State Legislature's Assembly Labor Committee. The Bill would have made employers of one or more workers on any day liable for state unemployment insurance taxes, instead of four or more workers on 15 days (L.G., Feb., p. 152).

Among other Bills relating to unemployment insurance coverage defeated in the Lgislature's Labor Committee were:—

A Bill which would remove the exemption from coverage on agriculture workers.

A Bill which would reduce from 20 to 15 the number of weeks of covered employment in the 52-week period preceding the filing of a claim needed to qualify for benefits.

A Bill which would add to benefits now payable an allowance of 20 per cent of a claimant's benefit rate for each of his first three dependents.

A Bill which would make benefits payable for 39 weeks in a year instead of 26 weeks.

On March 2, a Bill was passed by the New York State Legislature's Ways and Means Committee which extends unemployment insurance coverage to public employees on per diem basis or employed less than a year.

Gross National Product On Upturn at Year-end

Canada's gross national product moved upward in the last half of 1954 and was at a seasonally-adjusted annual rate of $24·4 billion in the fourth quarter. At the year-end, production in the non-farm sector was estimated to be running above the previous peak level of the third quarter of 1953, after allowing for seasonal factors.

Dominion Bureau of Statistics figures indicate that, for the year as a whole, the gross national product declined by about 2 per cent, to $24·0 billion from $24·4 billion in 1953, and that this decline was largely attributable to the poor grain crop of last fall.

The contraction in industrial activity, which began in the third quarter of 1953, was reversed in mid-1954, as gross national product moved upward in both the third and fourth quarters. The down-turn in non-farm production from mid-1953 to mid-1954 was of comparatively small magnitude, amounting in total to about 2 per cent. The upward movement from mid-1954 to the end of the year appears to have amounted to about 3 per cent.

The decline in industrial output between mid-1953 and mid-1954 was concentrated in the metal-using manufacturing industries and in the clothing and textile industries. Output in all of the primary industries (except agriculture) was substantially above the previous year, as gains occurred in mining, quarrying and oil wells, forestry, fishing and public utilities. In the service industries, production continued the upward trend of preceding years. These gains approximately offset the production declines in the other industries, and total non-farm output for the year 1954 as a whole was not greatly different from the 1953 level.

Sharp Farm Decline

However, in the farm sector, a major decline in production occurred in 1954, associated with rust and weather conditions in the western provinces, which sharply reduced the yield and quality of the grain crop. This development, together with the offsetting changes in non-farm output noted above, brought Canada's gross national product for the full year 1954 to a level almost 2 per cent below the preceding year.

Notre Dame University Honours George Meany

AFL President George Meany has been awarded the "Leatare" Medal for 1955 by Notre Dame university. The medal is the highest award granted to laymen by the university.

The decoration has been awarded annually since 1883 to the person "whose genius has ennobled arts and sciences, has illustrated the Church's ideals and has enriched the human patrimony".

Announcing the award to Mr. Meany, the Rev. T. Hesburgh, President of the university, said: "For more than 20 years as a prominent labour leader, Mr. Meany has been engaged in all aspects of the labour field, showing at all times his competence and maturity as a labour statesman. He has opposed those who wanted to disparage the workman's dignity. With the same energy he has fought against those who wanted to overthrow the American free enterprise system. He has contributed much to the workers' welfare, to the ordered evolution of the labour movement and to the harmony between employers and unions."

Better Jobless Insurance Planned by Many States

Of the 47 state and territorial legislatures of the United States that are holding sessions this year, 24 have introduced and five have proposed legislation to increase the maximum weekly unemployment insurance benefit, and ten have introduced or proposed legislation to extend the duration of benefits.

In three of the states, the U.S. Department of Labor has reported, the pending Bills would increase duration to 30 weeks. Three others propose an increase to 26 weeks, one to 24 weeks, one to 18 weeks and three to an unspecified duration.

Idaho and Rhode Island have already enacted legislation to increase maximum weekly benefits to $30. In New Hampshire both Houses have approved an increase of $32 and in Vermont both Houses have approved a maximum of $28. In other states, proposed maximums range from a high of $40 in Illinois to $25 in Texas.

Last year President Eisenhower recommended that the states improve their unemployment compensation laws and suggested that the improvement could be made in two areas: period of eligibility for benefits and amounts paid to claimants.

Labour Income Reached New High in Year 1954

Canadian labour income reached an all-time peak total of $11,910,000,000 in the year 1954, up 2 per cent from 1953's $11,661,000,000, the Dominion Bureau of Statistics reports.

The December total was $1,025,000,000 versus $1,028,000,000 in November and $988,000,000 in December 1953. Increases in total wages and salaries in the year ranged from 2 per cent in the primary group of industries and 3 per cent in the distributive industries to 9 per cent in finance and services.

Within the primary group, the totals for agriculture, fishing and mining industries advanced, while that for forestry remained about the same. A 6- to 7-per-cent rise in total wages and salaries in public utilities and trade combined with a decline of less than 2 per cent in the total for transportation, storage and communication resulted in a net increase of 3 per cent for the distributive group.

Contract construction and manufacturing were the only two industries which registered losses of some 2 to 3 per cent. Notwithstanding the rather slow start in the first half or 1954 due to unfavourable weather conditions, total wages and salaries for residential building were up 9 per cent. On the other hand, with the completion of the construction stage of several major resource developments, labour income from non-residential construction declined some 10 per cent during 1954. The earnings of government employees engaged in construction activity are included under government service in the finance and services group.

The 2-per-cent decline in 1954 labour income for all manufacturing resulted from sizeable losses among important component groups, counterbalanced in part by gains in a number of other smaller components. Iron and steel products, transportation equipment and textile products showed losses of 9 to 10 per cent, while clothing and leather products fell from 6 to 7 per cent. These declines coincided with reductions in expenditures for defence, durable and producers' goods and a switch from accumulation to liquidation of inventories. Gains ranging between 4 and 6 per cent took place in paper products, printing, chemicals, petroleum, coal and non-metallic mineral products.

Unemployment Result of "Temporary Adjustments"

Unemployment and other current problems represent temporary adjustments in Canada's basically-sound economic machine, Prime Minister St. Laurent told the advisory council of the National Liberal Federation at a banquet in Ottawa March 30.

In the last year and a half there had been a slowing down in some sections of the rapid economic expansion which followed the second World War but there were significant signs of resurgence, Mr. St. Laurent said. The industrial production index for each of the first nine months of 1954 was below the same months of 1953 but the index for the last three months was higher than that for a year earlier.

While exports were lower in the first ten months of 1954 the trend was reversed in the last two months of the year, he said. Housing started in the last three months of 1954 rose about 29 per cent above the 1953 level.

Mr. St. Laurent said recent forecasts predicted capital investments in Canada this year will rise 6 per cent over the 1954 level.

1954 Commodity Imports Down 6.6% from 1953

Final figures on commodity imports in 1954, released last month by the Dominion Bureau of Statistics, show a drop of $289,600,000 from 1953 in the value of imports.

Commodity imports were down 6·6 per cent in value last year to $4,093,200,000 from the record value of $4,382,800,000 in 1953 but were still above the total values of 1952 and 1951.

Average prices of imports were slightly higher in 1954 than in 1953; thus the decline in the volume of imports was slightly greater than the decline in value.

The value in 1954 (with the 1953 comparison in parentheses) of some leading commodity imports, in thousands of dollars, was as follows: non-farm machinery, 380,220 (401,856); automobile parts, 180,283 (222,284); farm implements and machinery, 143,163 (209,153); coal, 104,795 (136,567); cotton products, 76,868 (90,796); books and printed matter, 68,054 (68,358); and wool products, 59,992 (72,745).

Labour Overseas Alerted Against Communists

Major labour federations in both the United Kingdom and the West German Federal Republic last month warned their affiliated organizations to guard against Communist attempts to infiltrate their ranks.

The Trades Union Congress in the United Kingdom issued a pamphlet, *The T.U.C. and Communism,* citing the propaganda use to which the Soviet and other Communist Governments put the visits of trade union and other workers' delegations while the West German Federation of Labour instructed its officials and representatives to double-check every nomination, in the forthcoming works council elections, for any position in the organization to prevent Communist infiltration.

Churches Join

Both Protestant and Roman Catholic labour organizations have organized joint action in 200 plants and mines in the Rhine Valley and Bavaria to fight Communist infiltration in such elections. Spokesmen for the two groups have stated that their purpose is to open the way to increased representation for their candidates and to create a barrier against the Communists.

The TUC pamphlet warned that invitations to workers' delegations to visit Soviet Russia are part of the Communist infiltration tactics. Though the Congress cannot ban any affiliated trade union group of trade unionists or individual from visiting Communist countries, it can indicate through the medium of pamphlets just what these delegations are meant to achieve for the Communist Party in the United Kingdom.

U.S. Housing Starts Set Record for Jan.

Non-farm housing starts in the United States declined slightly (3 per cent) in January to 88,000 but the number of new dwelling units begun was the highest on record for any January and 33 per cent above the January 1954 figure, the U.S. Department of Labor has announced.

Privately-owned housing starts alone numbered 87,800. On a seasonally-adjusted basis, according to the Bureau of Labor Statistics, this represented an annual rate of 1,424,000 starts, slightly under the annual rate for December 1954 (1,473,000) but greater than for any other month since August 1950.

Public housing authorities began construction of about 200 new units last month, compared with 1,400 in December 1954 and 1,300 in January 1953.

January Housing Starts Higher Than Last Year

Construction was started on one-third more residential units in January than in the corresponding month last year, the Dominion Bureau of Statistics has reported. At the same time 9 per cent more were completed than a year earlier, leaving 17 per cent more in various stages of construction at the end of the month.

Starts were made on 3,963 units in January versus 2,983 a year earlier and completions stood at 9,037 units versus 8,315. At the end of the month there were 63,525 units under construction versus 54,248.

Canadian Railway Revenue Down $9½ Million in 1953

Operating revenues of Canadian railways in 1953 were up 2·9 per cent from the 1952 figure but operating expenses increased 4·1 per cent to give a lower net operating revenue, the Dominion Bureau of Statistics has reported.

Net operating revenue in 1953 was $105,542,000 compared with $114,972,000 in the preceding year.

U.K. Rail Unions Agree To Productivity Council

It was announced in the British House of Commons March 15 that the three railway unions and the Confederation of Shipbuilding and Engineering Unions had agreed in principle to the establishment of a British Railways Productivity Council.

The Shipbuilding and Engineering Unions are included because they have some members in the railway workshops.

The formation of this council results from the unions' promise to co-operate in measures to increase productivity on the British railways.

A court of inquiry, established last year to examine wage disputes between the British Transport Commission and the National Union of Railwaymen, in its final report published at the end of January (L.G., March, p. 318) said the "means" by which the Commission was to find the right wages was not for the court to decide. But the primary means, the court said, would appear to "naturally be the establishment of effective productivity".

The court noted that both employer and employee were under particular obligation to join in all measures for improving productivity and efficiency.

ILGWU Medical Centre Opened in Montreal

A medical centre financed by employers but under joint management was opened in Montreal on March 4 by the International Ladies' Garment Workers' Union (AFL-TLC).

The first of its type to be opened in Canada by the ILGWU, although the 17th in America, the centre will offer whatever medical care they may need to the 10,000 workers in the dress, coat and embroidery industries. Administrative costs will be met by contributions made by the employers, who have undertaken by collective agreement to pay half of one per cent of their payroll.

Explaining the reasons which prompted the union to set up such services, David Dubinsky, President of the ILGWU, said that "a health service is a solution for one of the workers' basic problems, a practical advantage for meeting actual and immediate needs".

It is a mistake, he pointed out, to think that the role of the unions consists only of asking for wage increases and shorter hours. "For a worker," he said, "the union is a way of life; it is a house he lives in which belongs to him."

In addition to wages and hours of work, Mr. Dubinsky emphasized that unions should also take an interest in politics, welfare, education and health, to improve the living standard and the safety of the workers.

He recalled that there have been no strikes in the ladies' clothing industry in Montreal for 18 years or in New York for 25.

The opening was attended by an imposing number of labour leaders, employers and representatives of the federal and provincial Governments.

Texts of all the talks, French and English, in the series of radio broadcasts on discrimination sponsored by the Department of Labour last year as part of the educational program in connection with the Canada Fair Employment Practices Act have been published in a booklet, *Do unto others...* Copies may be obtained from the Information Branch, Department of Labour, Ottawa.

Labour Briefs Presented to Provincial Govts.

Ont. CCL Federation Asks Stop-Gap Aid for Jobless

Emergency stop-gap aid to tide over the unemployed was urged in the annual brief of the Ontario Federation of Labour (CCL) presented to the provincial government March 7. The Federation, which represents approximately 200,000 workers in Ontario, predicted the number of unemployed in the province would rise to 175,000, about 11 per cent of the labour force.

The labour organization urged the government to give unemployment "the immediate attention it deserves" and said that the province's failure to supply direct funds for relief, even on an interim basis, "cannot be justified on economic, constitutional or moral grounds".

In order that employment might be stimulated, the brief called for an extension of the government's public works program and urged that priority be given to low-rental, subsidized housing. It said that without such housing "the overcrowded and dangerous living conditions of our major cities will continue to make shocking headlines for years to come".

Referring to the proposed merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the brief urged that the Ontario Labour Relations Act be amended in order that where cases of transfer from one jurisdiction to

another are involved, only two requirements should be observed: (1) authorization by the employees involved, either in the form of signed authorization cards or by a referendum vote conducted by the Labour Relations Board; and (2) written permission of the union giving up its bargaining rights.

The Federation also asked that provision be made whereby the rights of employees under existing collective agreements would be protected when firms are re-incorporated, that the certification of bargaining units be granted on the basis of a simple majority of those voting and not by 50 per cent of those eligible to vote as at present and that Ontario enact some form of check-off legislation.

Concerning welfare policy, the labour brief called upon the Government to institute "immediately" a provincial compulsory health plan similar to that now in effect in Saskatchewan. It said the aim of such a plan should be to supply completely prepaid medical, surgical, hospital, optical and dental treatment as well as adequate preventive medical care for all Ontario residents.

The Federation suggested "a more equitable level of assistance" for old age pensioners. The present $40 per month was "plainly inadequate" for the maintenance of "independence and self respect," it said. The brief added that the imposition of a means test for those between 65 and 70 years of age was a "harsh and unnecessary imposition on those who have saved an amount too small to provide an income but large enough to disqualify them for Old Age Assistance".

A publicly-owned and operated provincial gas distribution system was recommended by the Federation, which said that if the development of such a system were left to private corporations, "the needs of industrial and domestic consumers in less lucrative markets will be ignored'.

Among the other requests and recommendations contained in the Federation's brief were the following:—

That maximum earnings on which workmen's compensation payments are based be increased from $4,000 to $6,000 and that payments be made on 100 per cent of earnings to this maximum.

That the Hours of Work and Vacations With Pay Act be amended so that a maximum work week of 40 hours would be established and a minimum paid annual vacation of two weeks provided.

That a compulsory automobile insurance scheme, administered by the Government, be established.

That an education program in connection with the province's anti-discrimination laws be developed.

Manitoba TLC Urges Shorter Work Week

The Manitoba government was urged to give serious consideration to reducing the length of the work week in view of growing unemployment by the Manitoba Federation of Labour (TLC) in its annual brief presented December 17.

The recently formed Federation (L.G., Jan., p. 28) said that a reduction of farm purchasing power was partly responsible for the present unemployment situation and recommended that the provincial government take action in the fields of crop insurance, soil conservation, protection from floods, plant disease and insect pests, road construction, drainage and all-round agricultural research in order to restore buying power to this group.

Provincial assistance to provide a supplementary pension, on a means test basis if necessary, was urged for older persons whose only income is the $40-a-month old age security pension. The brief pointed out that Ontario, Saskatchewan, Alberta and British Columbia all pay some form of supplementary benefit to needy pensioners and suggested that Manitoba should pay at least $10 to such persons until such time as the federal payments meet the need.

The prohibition of questions on job application forms that ask for the racial extraction, religion, place of birth and birthplace of parents of job seekers was recommended in the brief. The Federation said that the Fair Employment Practices Act should be amended to permit only those questions relating directly to suitability for employment.

The brief urged the provincial government to suggest to the federal Government that a national health insurance plan be inaugurated without delay.

A low-rental housing scheme of benefit to persons whose incomes do not permit them to purchase $10,000 homes under the National Housing Act was urged on the provincial government. In addition, the government was asked to reconsider its decision to decline to participate in any housing scheme which called for subsidization.

The Federation brief also asked that:—

The voting age be reduced from 21 to 18 years.

Electoral constituencies be arranged so that each member would represent approximately the same number of persons.

Labour be represented on all government boards dealing with matters directly affecting Manitoba workers.

Jury fees be increased to a minimum of $10 a day.

A full-time Minister of Labour be appointed.

Legislation be enacted making illegal any work where workers process textiles at home.

Alberta CCL Federation Demands 40-Hour Week

Demands for legislation enforcing the 40-hour week and measures to combat unemployment featured the brief of the Industrial Federation of Labour of Alberta (CCL) presented to the provincial government January 11. The Federation brief pointed out that organized industries "operate efficiently and profitably on the basis of a 40-hour week" and said that industries which take advantage of the present 44-48 hour week "create unfair competition".

An inter-provincial conference on unemployment to establish federal, provincial and municipal responsibility in this field was urged in the brief. In addition, the labour federation called for a stepped-up public works program, including flood prevention projects in the Red River Valley, an increase in the minimum wage to one dollar an hour, two weeks' paid holiday for all employees in the province after one year's service and legislation requiring pay for eight statutory holidays.

In requesting a provincial Fair Employment Practices Act, the brief pointed out increased use of discriminatory questions on employment application forms by new industries in the province.

Noting that the purchase of high school text books represented a heavy expenditure for workers' families, the brief urged the government to supply such books to students in all schools at a reasonable rental rather than only in the elementary schools, as at present.

Among the other requests made by the Federation were the following:—

A government-sponsored automobile insurance plan.

An increase in old age supplementary pensions from $15 per month to $25.

An education program on highway safety with labour participation.

A low-rental, down payment subsidized housing program with a goal of 10,000 units per year.

Proceedings of Parliament of Labour Interest

Debate on Unemployment

February 24

CCF Leader M. J. Coldwell moved adjournment of the House to discuss the "alarming unemployment situation in Canada" and "the need for immediate action by the Government to provide jobs".

By consent of the House, debate on the subject was set for the following week, when the House would go into committee of supply.

March 1

The debate was opened by Mrs. Ellen L. Fairclough (Hamilton West), who moved:

In the opinion of this House, because of the grave state of unemployment in Canada as disclosed by the joint statement of the Department of Labour and the Dominion Bureau of Statistics on February 23 last, the Government should immediately give consideration to the formulation of plans to deal with this emergency, and to the necessary steps to establish a long-term program for expanding employment to be presented to Parliament during the present session.

The unemployment situation, the Minister of Labour said, is causing the Government considerable concern. He did not, however, believe it was a crisis, as had been suggested.

...the unemployment situation this winter is a matter which causes us considerable concern. Most certainly we are concerned about those workers who have not been able to secure aid through their unemployment insurance or through provincial or local arrangements. For this reason this Government introduced an amendment to the Unemployment Insurance Act at the very outset of the session. I reiterate today what I said at that time, that the amendment deals with only one phase of the Act, namely an improvement in the supplementary benefits. This in no sense meets the entire problem of unemployment which exists this winter.

From the broad point of view, said the Minister, every member will agree that the greatest ally in the maintenance of

employment, and to bring about the fullest possible employment, is in the realm of good labour-management relations.

Referring to the Government's statistics on unemployment, Mr. Gregg said:

At the outset and without any apology I am going to speak about the two sets of figures we issue every month, which cover the situation for every four weeks' period. Each of these two sets of statistics is designed for a special purpose and the two sets contain as much definite information as it is possible to obtain with regard to the employment situation in Canada without tremendous canvassing and census taking. Statistics compiled in the latter fashion would be out of date before they became useful for general purposes.

Concerning unemployables—"I do not like the word very much," said Mr. Gregg —the municipalities have a serious problem and a great deal has been done in recent years by all levels of government and by private agencies on behalf of those who are handicapped in their ability to work and earn a livelihood. "And there is now, this winter," he added, "the federal-provincial pension plan for those totally disabled civilian members of our population who cannot work at all."

As regards those who are able to work but who are without jobs and are not receiving unemployment insurance benefits, the Minister said that while there has been a recognition of growing need in this area, it has not led to any mutual understanding between federal and provincial governments as to the action that should be taken in the matter.

The Government has not been unconcerned about the problem. Notwithstanding the primary responsibility of the provinces in this field, the federal Government is prepared to discuss with them the problems of this group of unemployed workers, as an item on the agenda of the forthcoming federal-provincial conference, if the provinces request that that be done.

The Rt. Hon. C. D. Howe, Minister of Trade and Commerce, then entered the debate.

During the past year or so, he said, employment has been maintained but productive activity has not been sufficient to absorb the net increase in persons coming into the labour force.

This levelling-off in productive acitvity was the result of certain new influences which began to affect the market situation in the latter part of 1953 and early 1954, he said.

Mr. Howe here enumerated some of the difficulties encountered: the general business let-down in the United States; a consequent decline during 1954 in Canadian exports to that market; reduced income of grain producers and its effect on sales of farm equipment and other manufactured goods; reduced procurement in 1954 of defence goods; a tendency during 1954 for businesses to meet orders from inventories rather than from new production; and intensification of international competition in manufactured goods which presented new difficulties to some manufacturing industries in foreign and also in domestic markets.

He continued:

In view of these and other problems faced in 1954, the economic achievements of that year have been rather remarkable. Instead of declining significantly, as might well have been expected, economic activity has remained fairly steady. The gross national product in 1954 was about 2 per cent below the level of the previous year. This decline is fully accounted for by the reduction in grain crops. If crops are excluded, output remained about the same as in the previous year.

As previously indicated, this sustained level of production has not been adequate to absorb the amount of manpower available. Nevertheless, in view of the extent of the adjustments faced, the performance of the economy demonstrates great vigour and resilience. It is, I think, fair to say that it has withstood the threat of the first post-war recession. . . .

From the actual experience in 1954 we can, I think, conclude that this re-absorption process involving the shift of manpower to new activities has been proceeding well. Difficulties of the past year or so have been concentrated to a large extent in certain manufacturing industries. Employment in textiles and in most hard goods industries has declined substantially and in spite of limited improvement in recent months remains well below the levels of a year ago. At the same time, employment in material processing industries, in services and in primary industries such as mining and logging has increased, in some cases quite markedly. The result is that over-all employment has been sustained.

Notwithstanding the current trend of unemployment in Canada, there has been unmistakable evidence of some general strengthening in business conditions in recent months, Mr. Howe continued:

I have already indicated that national output, excluding crops, was about the same in 1954 as in the preceding year. However, quarterly figures, adjusted for seasonal variation, indicate that over-all output, which turned downward towards the end of 1953, has been increasing since about mid-1954. By the end of that year it appeared to be running about 2 per cent above the level of 1953. This change in direction is reflected in employment figures. Total employment in Canada, after having run a little under previous-year levels from December of 1953 to October 1954, has subsequently been about the same or slightly higher.

These trends suggest that the turning point in the adjustment which I mentioned has already been passed. The important point now to be considered is whether the limited improvement already achieved will gather momentum in the period ahead. A look at prospects in our principal markets should throw some light on this question.

Dealing first with the export situation, Mr. Howe said that conditions largely responsible for the decline in exports in 1953 and 1954 have already undergone a substantial change for the better. "In recent months a much improved selling atmosphere has developed and sales to date are well ahead of last year."

The situation in the United States is substantially altered as a result of the pick-up now under way in that country and, he said, "we can reasonably look forward to a better year as regards trade with the United States."

Export prospects in overseas markets are also favourable, said Mr. Howe. "The recent improvement in conditions in foreign markets is already being reflected in better export figures ... All in all, there is good reason to expect this firmer trend in exports to continue. This, in turn, will have a marked effect on employment during the coming year."

Turning to the domestic situation, he said that the information now available on expansion plans for 1955 "is reassuring indeed". Results of this year's survey of investment intentions point to an immediate resumption of an upward trend in capital spending in Canada. The survey indicates over-all capital expenditures of nearly 6 per cent above actual expenditures last year.

"Looking ahead, prospects of increased activity in both capital goods and export industries should, in turn, bolster income positions. Consequently, consumer demand, which remained firm in 1954, may be even better in the coming year," he said.

Production trends have already shown some response to these strengthening influences, Mr. Howe stated.

Over-all output is now running a little ahead of a year ago. However, with increasing effectiveness in the use of manpower, this rise in output has been achieved with, as yet, scarcely no increase in employment. With a continuing rise in the labour force, unemployment is still running somewhat higher than a year ago.

It is to be realized, however, that the strength now in evidence in investment and export markets has not yet had its full impact on conditions generally and cannot be expected to do so during the slack season of the year. As the year draws on we can, I am confident, look forward to a broader resumption of expansionary trends with an accompanying growth in job opportunities.

If these are the economic prospects ahead, what role should the Government play? Mr. Howe asked.

I submit, Mr. Speaker, that what is needed on the part of the Government is a continuation of the sensible economic policies which have enabled Canadians to enjoy a lengthy post-war period of economic expansion and improvement in earning opportunities and living standards. These policies are directed towards creating a favourable economic climate in which individual initiative thrives, and businessmen are encouraged to expand their capital facilities in order to cater to growing domestic and foreign markets.

Nothing could be further from the truth, Mr. Howe said, than the charge that the Government has stood idly by and watched the number of unemployed rise, as is so well demonstrated by the economic achievements of 1954. Mr. Howe then summarized the economic policies which the Government had followed:—

1. Tax collections have been lower and, for the first time since 1946, a net budgetary deficit is indicated.

2. Monetary conditions have eased considerably.

3. The new Housing Act made it easier for people to build houses.

4. In foreign trade, the Government's "earnest and unremitting efforts" brought some results.

5. Personal incomes and consequent consumer spending were bolstered by increases of about 10 per cent in the volume of social security benefits.

6. In agriculture, orderly marketing helped to tide over a difficult marketing situation, assuring farmers of as good returns as appeared possible under the circumstances.

7. Steps were taken to assist the fishing industry.

8. Substantial financial assistance was given the mining industry.

9. Domestic manufacturing has been helped by tightened anti-dumping regulations.

10. To help the unemployed, the Unemployment Insurance Act was amended to provide for an increase in the duration and scale of supplementary benefits.

11. Defence expenditures during the year have been running at a somewhat lower level but the decline was more than offset by rising civilian expenditures.

On the subject of public works, Mr. Howe said:

Many hon. members seem to believe that the answer to unemployment lies in the volume of federal public works. In my

opinion this is entirely fallacious. Our difficulty in Canada is seasonal unemployment, or in other words the problem of maintaining a high level of employment in the winter months. Excepting inland navigation and the shore jobs incidental thereto, construction work is perhaps of all occupations the one least capable of maintaining full employment over the full 12 months. Many types of public works involving large expenditures are comparatively small employers of labour....

Nevertheless, we will admit at once that the volume of construction work is important to the men normally employed in construction, but I will point out that unless continuing employment beyond the construction period is involved, it is of little importance to other classes of workers....

A high level of employment in the Canadian economy can only be achieved by a program that will lift the Canadian economy as a whole to an extent that suitable employment for all types of workers can be made available. That is the program on which the government is engaged. The fact that the program is producing results will, I think, be made apparent to all during the next three or four months....

If the time should come when there has to be greater emphasis on supplementary measures to maintain employment and incomes, Mr. Howe concluded, "we must ensure that these supplementary measures support and do not interfere with the attainment of a highly productive low-cost efficient economy."

March 2

C. E. Johnston (Bow River) presented the following program formulated by the Social Credit party:

1. Elimination of the sales tax and wider use of the price discount.

2. The assumption by the federal Government of financial assistance to those unemployed not covered by unemployment insurance or extended benefits; expansion of payment for social services such as family allowance, old age pension; war veterans allowances, and so on.

3. A vigorous employment policy with government assistance to private industry to absorb seasonal unemployment.

4. A program of construction of national projects with emphasis on those works that can be carried on during the winter months.

5. A support price program for agriculture.

6. A more realistic trading policy which would involve the acceptance of some foreign currency in exchange for Canadian goods and which would involve amongst other things the revaluation of the Canadian dollar.

The Leader of the Opposition, Hon. George A. Drew, pressed for a conference to be held immediately to deal with the problem of unemployment and ways and means of meeting it. "What is needed now," he said, "is an immediate approach to this problem on the part of those parties who must deal with it."

At such a conference, Mr. Drew suggested, it would be highly desirable that representatives of all urban municipalities should be invited to attend. In this way, he thought, a practical solution could be worked out.

He was not, he stated, suggesting the conference as a substitute for the other conferences (see p. 410), which will have the problem of dealing with the long-term aspect of many of the circumstances which themselves contribute to some of the difficulties.

A public housing program, "the like of which Canada has never seen before", was suggested by the member for Spadina, David A. Croll.

"The time has come now," he said, "to spell out the basis of federal participation, at least an interim basis for participation; otherwise we simply pile up misery for the unemployed and grief for ourselves."

Referring to the depression of the 1930's, Mr. Croll said:

...we spent millions on unemployment relief, and when the emergency ended there was nothing to show for all our expenditures. I remember one year when Ontario spent $48,000,000, and in the end we had people who were bitter and broken. I suggest that today we have the opportunity to strike a positive blow at unemployment by embarking upon a most imaginative and far-reaching public housing program the like of which Canada has never seen before. We need low-cost houses and rental houses. We have the labour force ready and willing to work. We have an abundance of materials, and all the necessary know-how, and there is no lack of money.

In Toronto and other large cities in Canada there is a need for slum clearance and redevelopment. Why not give additional assistance by way of financial aid to such projects and when normalcy returns, as we hope it will soon, we will be able to point to concrete accomplishments brought about by the expenditure of these vast sums of money. If the provinces are reluctant, or cannot or do not want to undertake any of these projects, the finances of this Government are such that we can do it on our own account.

Housing brings with it a demand for materials, equipment and household furnishings. The construction industry has not yet solved the problem of winter building, claiming climate is the reason. I feel that is just an excuse. It is about time the construction industry, which has been a beneficiary of this Government, should be told: "Climate be hanged; get out and build." They can do it. I admit that there are places in Canada where winter building is impossible due to extreme weather, but that has not been the case this year in Toronto and the larger cities in the southern

part of Ontario. Forty per cent of the Toronto unemployed are construction workers.

The major causes of our unemployment, Mr. Croll stated, are lack of consumer purchasing power, the drop in farm income, and, in particular, the loss of foreign markets.

The fiscal policy to be announced in the forthcoming budget must embody "bold, courageous and decisive measures," Mr. Croll declared. He suggested two approaches to the problem: (1) a substantial reduction in personal taxes, thereby increasing consumer demand and purchasing power; and (2) a special concession, such as accelerated depreciation, to manufacturing in the export field that is capable of expansion.

March 3

Stanley Knowles (Winnipeg North Centre) suggested immediate consideration of a 12-year program, calling upon the Government "to give leadership in a crusade between now and July 1, 1967 (the centenary of Confederation) to make of this country a much better place than it is at the present time".

A building program, involving slum clearance, headed a list of ten proposals put forward by Mr. Knowles. Among the others were: increased production of home appliances and equipment; construction of highways, bridges, parking facilities, tourist camps and facilities; conservation programs; construction of railways in the Peace River area; and an economic program for the Maritime Provinces.

Attributing the present unemployment mainly to "the severe competition that our products are meeting from products which are beating us on price and design, or both, coming in from other countries," George H. Hees (Broadview) suggested the establishment of a parliamentary committee to work out, in consultation with representatives of management, labour and educational institutions, the best method of getting under way a greatly expanded industrial research program.

Mr. Hees proposed also a reduction in commodity taxes to keep down production costs and an increase in purchasing power through a reduction of income taxes.

These he referred to as immediate measures. For a more permanent solution, he expressed the belief that "our secondary industries should be built up to enable us to process more of our primary products".

Stating that "something is needed by way of a public asssitance fund," J. W. Noseworthy (York South) suggested that the first and immediate need is an agreement with the provinces as to just who is responsible for taking care of the unemployed.

March 15

W. Ross Thatcher (Moose Jaw-Lake Centre) urged "use of the fiscal weapon" to combat seasonal unemployment. Purchasing power of the people could be increased, he suggested, by a reduction in income, sales and special excise taxes. He proposed, also, tax exemption for certain types of new industries during their period of establishment, and tax incentives to encourage building and construction during winter months. He also favoured a public works program.

Clarence Gillis (Cape Breton South) also advocated increasing the purchasing power of the people as a partial solution. He suggested raising the income tax exemptions and increasing family allowances and old age pensions. He suggested the federal Government might give financial assistance to the Trans-Canada Highway and the St. Lawrence Seaway.

Three proposals as follows were advanced by J. A. Charlton (Brant-Haldimand): Farmers should be assured of reasonable prices for their products; reduction of taxes; and strict administration of the anti-dumping regulations.

March 16

A. W. Stuart (Charlotte) hoped a plan could be worked out to bring fishermen and other primary producers under the provisions of the Unemployment Insurance Act.

Claiming that the motion before the House was not specific enough and that there should be a long-term national investment program that would "meet the urgent social needs of the Canadian people," Erhart Regier (Burnaby-Coquitlam) moved an amendment calling for "immediate implementation of the Federal Government's promise of 1945 to make adequate provision for the employable unemployed", and for the addition after "long-term program" of the words "of public investment and economic development."

February 28

Government Employees Compensation Act

A Bill to amend the Government Employees Compensation Act to bring it up to date "in the light of current conditions,

needs and practices," was introduced by the Minister of Labour and received second reading.

March 1

Veterans' Hospitals in B.C.

The Minister of Veterans Affairs, in reply to a question by the member for Esquimalt-Saanich, announced the decision of the Government to institute the 40-hour week in all federal hospitals in British Columbia, commencing April 1.

March 4

National Advisory Council on Manpower

In reply to a question put by Mrs. Ellen L. Fairclough (Hamilton West) concerning meetings of the National Advisory Council on Manpower, the Minister of Labour replied that November 5, 1953, was the date of the last meeting of the full council but that during the past year there have been meetings and activities of committees responsible to the council.

March 7

CNR Lay-offs

Asked how many hourly-rated employees of the Canadian National Railways had been laid off between January 1 and December 31, 1954, the Minister of Labour replied that as of January 1954 the number of employees was 108,240 and as of December 1954 the number was 106,981.

March 8

Productivity in 1954

Stating that according to U.S. Bureau of Labor Statistics, the number of workers in industrial production in the United States in 1954 decreased by 4 per cent and production increased by 5 per cent, David A. Croll (Spadina) asked the Minister of Labour if a similar efficiency in industrial production was reflected in the Canadian economy in that year.

Mr. Gregg replied that, although the total number of industrial workers employed remained approximately the same during 1954, industrial production increased by about 4 per cent.

March 10

Federal-Provincial Conference

The Prime Minister tabled copies of a letter, dated March 8, addressed to all provincial premiers, proposing that a preliminary conference be held in Ottawa April 21-22.

Asked by the Leader of the Opposition if this opportunity would be taken to discuss the unemployment situation and the manner in which the federal and provincial governments can best co-operate to meet these problems, Mr. St. Laurent replied: "I should be greatly surprised if that question was not discussed while they are here."

Asked by George H. Hees (Broadview) if he believed that a preliminary conference held late in April and a federal-provincial conference held later in the year would "suffice to deal adequately with today's critical unemployment situation," Mr. St. Laurent replied: "The Prime Minister's attitude is that that will be the opportunity to deal with this important problem."

The next day Mr. Hees asked "if, in view of the fact that the Prime Minister's decision not to call an immediate conference on unemployment is depriving many thousands of Canadians who have no jobs or means of support of any chance of a solution of their problems, would he not reconsider his decision and call an immediate conference." The Prime Minister replied that he could not "agree with the premises of the hon. member's question as a basis for reconsideration."

March 11

Criminal Code

First reading of Bill setting April 1, 1955, as the date for the coming into force of the Criminal Code.

Health Insurance

Stanley Knowles (Winnipeg North Centre) asked if the federal Government would consider suggesting to the provincial premiers that the question of health insurance be included in the agenda of the forthcoming federal-provincial conference.

The Prime Minister replied that he did not think it necessary to make any suggestions to the provincial premiers with respect to any of the matters that are of public concern at this moment.

March 14

Railway Grade Crossing Fund

The House went into committee to consider a motion to amend the Railway Act to provide for increasing the annual appropriation to the railway grade crossing fund from $1,000,000 to $5,000,000, and for certain changes in connection with the administration of the fund.

Bill received first reading March 17.

AUTOMATION

Use of automatic production devices is increasing rapidly, raising problems for both management and labour but holding promise of compensating benefits, N.Y. Labour Department says in review of situation

"The displacement of physical labour by machines is now moving ahead at a speed that would have seemed miraculous just a few decades ago." So states an article in February's *Industrial Bulletin*, monthly news magazine of the New York State Department of Labor.

The article points out the questions raised by the advent of automation, the problems for both industrialists and labour leaders, and the compensating benefits. It also lists suggestions for employers who are changing to push-button operations.

Though experts don't agree, the *Bulletin* said, on a definition of "automation", essentially it means turning out a product in a continuous flow with a minimum of human labour. Two factors, the article noted are involved: (1) machines that perform the work; and (2) control devices, or "electronic brains", that supervise and, if necessary, correct the production process.

In theory, the article points out, the goal of automation engineers is a factory operated completely without men. Set in motion, it would work day and night transforming raw materials into final finished products without human intervention. Actually, the article said, this concept will never be realized; even the best of machinery must be stopped now and then for cleaning, repairs and maintenance. Even the most automatic plant must have someone to push the buttons, and someone with the skill of a trouble-shooter to make adjustments when things go wrong.

Automation raises significant questions, the article declares. "What will the shift towards automation mean to workers, to jobs, and to the consumer? How many types of industry will be affected? Is this a real industrial revolution, or just a fresh technological step in the long history of industrial development?"

Some of the problems that face industrialists and labour leaders, the *Bulletin* said, are: the plant owner's need for large investments in machinery and equipment to keep abreast of competitors; worker displacement, layoffs and retraining. Compensating benefits listed in the article are: greater productivity, more and better comforts for more people, extra hours of leisure, new jobs building, servicing and supervising the automatic devices.

Automation has been notably successful, the article said, in the manufacture of chemicals, petroleum products, foods, drugs and beverages, and in some metal goods, where a continuous flow can be turned out. Petroleum processing and dial telephone systems probably represent the most fully automated industries in the United States at present.

Some businesses, the article continued, don't lend themselves to such completely automatic production. The making of hats, shoes and clothing, for example, probably won't ever be fully governed by robot-type machines. For that reason, the article said, there's still plenty of opportunity for small business concerns to compete with mass producers. The ability, it said, to experiment, to adapt and to change is one reason why small business is likely to flourish even in the automation era.

The article referred to a recent automation conference sponsored by the New York State Department of Commerce at which both large and small concerns were represented. Advice on the direction automation may take in the future, and which industries may benefit most, was given to the delegates by a panel of experts.

Some of the comments at the meeting were:—

Prof. H. W. Martin of Rensselaer Polytechnic Institute, who feels that not every industry is ripe for automation and that in some lines, full mechanization may cost more than it's worth: "In our methods laboratory at RPI, students worked out a system for packing different-coloured toothbrushes in small boxes and then putting these boxes into a larger carton. The manual method they developed is more economical than the identical job now being done by machine in a toothbrush factory."

Kenneth R. Geiser, laboratory engineer with General Electric Co.: "Businessmen who don't swing to automation, if they can use it, will lose ground to their competitors. Those who swing too far, too fast, may lose their shirts."

Herbert A. Franke, automation manager of Ford Motor Company's Buffalo plant: "For companies doing large-volume production of standardized items, automation is

a necessity. But for the firm turning out goods in smaller quantities, the determining factor should be the estimated savings in production costs."

Dr. Howard T. Engstrom, computer expert for Remington Rand Corporation: "The impetus for more completely automatic offices and factories will come from individual business men who know what specific production problems they want solved."

Dr. C. C. Hurd, Director, Applied Science Division, International Business Machines Corporation, agreed that engineers can now build almost any kind of machine, no matter how complicated, if the user can describe just what he wants it to do.

The most controversial aspect of the trend toward automatic factories, the article continued, is what will happen to the nation's employment picture, and what will be the fate of the individual worker in the push-button plant of the future. CIO President Walter Reuther's address to the CIO's 1954 convention, the article recalled, expressed the fear that the swing to automatic plants may bring widespread unemployment in the change-over period.

Many businessmen don't agree that automation will bring mass unemployment, the article said. They are, it continued, more inclined to feel that increased production, made possible by mechanization, will create demand by lowering costs, and thus over the long run put more people to work. Ralph Cordiner, President of General Electric Co., was quoted as saying: "We must plan mechanization at an increasing rate if we are to meet the production demands that will be made upon us. Using my own electrical manufacturing industry as an example, we know we must be able to double our production in the next ten years. This is typical of the task facing all fast-growing industries. And yet we also know that the available work force will increase only 11 per cent by 1964."

International Business Machines Corporation's Dr. Hurd saw no job menace in automation. "It will create more jobs and increase the ability of people to consume," he said. "It is the key to less human effort in the future and to an increase in our standard of living tomorrow."

The article quoted from a study recently published by the National Manower Council at Columbia University (L.G., Jan., p. 23):

"Many of today's electricians will have to learn electronics. Pipefitters may have to learn hydraulics. A skilled worker who formerly measured with calipers and used a micrometer will soon have to learn to work to tolerance measured with light waves. There may be almost no place left for the unskilled industrial worker."

Through forward-looking programs of retraining and up-grading, the article went on, many of the rough spots—when additional automation systems are installed—can be smoothed out. Prof. Martin of Rensselaer Polytechnic Institute was quoted again: "Each additional automation system installed must inevitably increase the amount of set-ups, maintenance and repair work. Consequently, automation tends to generate an increased demand for highly-trained scientists and engineers, and for skilled mechanics with specialized training in adjustment, maintenance and repair of the complex electrical, mechanical, electronic, hydraulic and pneumatic apparatus which automation systems are likely to include."

Mr. Franke, of the Ford Motor Company, said:—

"Automation results in a greater demand for many skilled maintenance and repair technicians. Right now, in spite of automation, Ford Motor Company has by far the highest employment in its history. We find that automation will replace dangerous jobs with safer, easier, better jobs that hold more interest for the men doing them."

One typical automatic operation, the article mentioned as an example, required only 22 men on the factory floor compared with 100 previously. But 225 specialists were required to take care of maintenance. Too, the article pointed out, a plant making coil springs for automobiles reduced its spring assembly line from 248 men to 38 by installing new automatic machinery. In a short time, it was producing 4,000 more and better coil springs a day. The men freed from the old assembly line were put to work manufacturing an entirely new product developed by the same manufacturer.

There is no question that automation will continue to increase in the industries that can make best use of highly-mechanized production lines, the article continued. It then listed suggestions for employers who are changing to push-button operations:

(1) Put renewed emphasis on good employee relations. Confer with workers on contemplated changes in production methods, and tell them in as much detail as possible how the changes will be made. Work with union representatives to determine what new job designations will be needed, and how many workers can be up-graded as some of the more irksome, repetitious manual operations are shifted to machines. Better-trained supervisors may be needed in some

plants because, with automation, many workers will be engineers or highly-skilled maintenance specialists. It may take more care and understanding to work with these employees than with the rank-and-file factory hands.

(2) Adopt an in-plant retraining program, to retrain as many workers as possible at company expense. Co-ordinate new hiring to fit in with the installation of new machinery.

(3) Time the change-over to automation to fit already-projected expansion programs. Even the most automatic installation provides some new jobs. In the day-to-day course of events, employees retire, die, quit, are transferred, or are discharged. Many companies plan to introduce new labour-saving machines to fill such gaps without having to displace anyone.

(4) Study in advance the problems that will arise in a highly-mechanized plant and be prepared to meet them. For example, workmen's compensation experts are becoming increasingly concerned with the question of noise in industrial plants. Miss Mary Donlon, formerly Chairman of the New York State Workmen's Compensation Board, recently told a joint legislative committee that "there is scientific reason to believe that the problem of environmental noise in work places will be worse, not better, as plants convert to automation. That is one of the phases of the current trend to automation to be kept in mind, as proposals for writing occupational deafness out of the Workmen's Compensation Laws are up for consideration."

(5) Make sure that all levels of the production team—union leaders, foremen, middle-management executives — understand the possible effects—both good and bad—of automation. Since it may mean immediate unemployment for some workers, an orderly plan to aid employees whose displacement is unavoidable should be set up. This would include as much advance notice as possible, help in finding a job elsewhere, and severance pay.

"Automation may also mean safer jobs," the article concluded, "because often processes can be controlled from a switch panel some distance from the machinery. It can safeguard employment by insuring a better competitive position for the manufacturer. It can raise the dignity and stature of labour by freeing men for tasks that make greater use of their capacities."

Detroit Automobile Executives See Automation Creating More Jobs

No unemployment problems are predicted by leading executives of the American automobile industry from the rise of "automation". They believe automation means more jobs and better ones in an expanding economy, according to a survey recently conducted by United Press correspondent Rey W. Brune.

G. G. Murie, a Ford Motor Company executive, said automation "should have no abrupt or harsh impact upon our working population—no more than the gradual shifting of employment from dying industries to new industries".

Del Harder, Ford Vice-president who coined the word "automation" eight years ago, said people who claim the new techniques will cause widespread unemployment "just don't know what they're talking about."

"Automation will do just the opposite," he said. "It will create more jobs, create more products at less cost, and increase the ability of people to consume. It is the key to less human effort in the future and an increase in our standard of living of tomorrow."

Harlow H. Curtice, General Motors President, pointing out that GM employment since 1940 had increased, said "the addition of 287,000 men and women to our payrolls in only 15 years proves that technological improvements do not wipe out jobs. Technological improvements create jobs. The whole economy benefits."

R. H. Sullivan, a Ford Vice-president, said the "whole labour force will be upgraded in technical skills" as a result of automation.

William C. Newberg, President of Dodge, believes "speed, safety and quality" are the top benefits of automation rather than any reduction in labour requirements. The machines can work faster than human beings. Workers are exposed to fewer hazards. Higher and more uniform standards of quality can be maintained, he explained.

CMA President Sees Better Living, Extra Benefits from Automation

J. A. Calder, President of the Canadian Manufacturers' Association, said in an address last month that with the advent of automation productivity would be raised immeasurably, with a consequent rise in the standard of living and expansion of service industries. Production costs, he said, would be lowered and increased benefits produced in goods, prices, real wages and hours of work.

Automation would mean that employees would perform less of the manufacturing works themselves, Mr. Calder said. A

broad up-grading of labour would occur: the unskilled would be made into highly-trained maintenance men and skilled tradesmen into technicians.

Mr. Calder said machines never did and never would put people out of work for more than a temporary period. He said that a readjustment period was necessary but when it was over workers and all members of the population would, as in such advances in the past, enjoy a standard of living not previously thought possible.

President Eisenhower Sees Automation Creating No Serious Unemployment Problem

President Eisenhower believes that automation will not create a serious unemployment problem. He told his weekly press conference on March 16 that there will be more rather than less work to do in the years ahead.

The danger of automation often has been exaggerated, he said. The United States economy will take the growing use of automatic production devices in stride, he declared.

It would be false to assume that the amount of work will remain static in a country that is trying to expand its economy, he said. The amount of work will increase not only because the economy will expand but also because men will have other needs and other desires and will want new things to do and to use, the President said.

Unionist Says Automation "Either Boon or Disaster"

A United States labour official says automation is "as great a revolution as machine production itself". Al Harnett, Secretary-Treasurer of the International Union of Electrical Workers (CIO), last month in an interview said the trend towards automatically operated factories can result in "either a boon to mankind or a disaster".

The Effective Use of Womanpower . . .

...is subject of two-day conference sponsored by U.S. Women's Bureau and attended by 350 delegates from government, universities, industry, business and labour. Four Directors of Women's Bureau were present

"The Effective Use of Womanpower" was the subject of a two-day conference recently held in Washington, D.C., under the auspices of the Women's Bureau of the United States Department of Labor. The delegates, numbering some 350, included representatives of other departments of government, women's organizations, foreign embassies in Washington, universities, colleges, industry, business and labour.

Four Directors of Women's Bureaus attended the conference: Miss Marion V. Royce, Director, Women's Bureau, Department of Labour, Canada; Mrs. Alice K. Leopold, Director, Women's Bureau, U.S. Department of Labor; Miss Mary Anderson, first Director of the U.S. Bureau; and Fujita San, Director, Women's and Minors' Bureau, Japan.

The Secretary of Labor, James P. Mitchell, in opening the Conference stated that the nation's work force, not having kept pace with recent technological advances, is inadequate to meet the needs of the American economy. Women constitute one-third of American wage earners, and in addition to the 20 millions already at work, there are 11 million more women who would be available should a national emergency require an extension of the economy. Yet, at present, despite the fact that women have entered more than 400 occupations, there is a minority of skilled women in the work force, and the tendency is for them to concentrate in a comparatively few types of work. Because women's contribution is needed, the Conference had been called to make the public more aware of women's place in the economy of the nation and to consider how their area of service can be broadened, he said.

In the words of Eli Ginzberg, Director of Research for the National Manpower Council, the presupposition was that the American woman of the future would be working at a job except when her children were of nursery age. In his opinion only increased immigration, a highly unlikely future source of manpower, could change this trend.



Four Directors of Women's Bureaus are interviewed by two women of the press during a Washington conference on "The Effective Use of Womanpower": from left to right, R. Cowan, Associated Press; H. Thomas, United Press; M. V. Royce, Director, Women's Bureau, Department of Labour, Canada; Fujita San, Director, Women's and Minors' Bureau, Japan; M. Anderson, 1st Director of the U.S. Women's Bureau; and Mrs. A. K. Leopold, present Director of the U.S. Women's Bureau.

In the discussions there was no talk of discrimination against women; emphasis was given to the new occupational opportunities that can and should be opened up for them in order to ensure an efficient labour force. At the same time, however, there was realistic facing of the dilemma of women's role in present-day American society.

"In a society that expects *one* right answer to every problem, there is no generally accepted role for the American woman," said Dr. Marie Jahoda, Director of Research in the Center of Human Relations of New York University. The word "role" to the social psychologist suggests "the customary expectations of how a person in a given position should behave," she explained.

Dr. Jahoda pointed out that the role of a man is more clear. He should go out and make a living, found a family and provide for his family. If he does not found a family, he knows he is different from the norm. Traditionally the role of women was equally clear cut, but today there are many conflicting and incompatible expectations with respect to women's place.

Dr. Florence R. Kluckholn, Cultural Anthropologist from the Laboratory of Social Relations of Harvard University, traced the historical developments of these contradictory elements of women's role and analysed them in the light of accepted values of American society. She described the "core" values of American society thus:

> An emphasis upon individualistic human relationships, a belief that natural forces are to be exploited, or at least harnessed, by man for his own use, a great stress upon an action or accomplishment type of personality, a firm conviction that it is always the future to which one must look and strive for, and a conception of human nature as being in need of perfection through self control; these are in a brief phrasing the solid core of value orientations in the American way of life. Or, at least let us say they are the core of what is dominantly and ideally the American way of life.

The role of men, chiefly an occupational one in which they pursue a goal of individual success, is an expression of the dominant values of society. The expected behaviour of women in the domestic role as mother-wives and housewives, on the other hand, is one of dedication to group rather than individual goals. Again, whereas it is assumed that a man should be "future oriented", a woman is expected to reflect the man's glory in his mounting success. "The resulting insularity of the roles of the two sexes is related to a feeling of partial participation of which many women complain," said Dr. Kluckholn. "These differences have

created a gap between the interests of husbands and wives which widens with each passing year."

At the same time, however, she suggested evidences of a trend towards closer unity. Family size in certain sectors of society is increasing, and fathers are sharing in the day-to-day responsibilities of child rearing. But women's demand for participation in the occupational world introduces another factor into the changing pattern. In the nineteenth century many women of low income groups were employed, but the general effect that these women had upon the role of women in general was slight. Only now, as women of all economic groups have begun to look to occupations as a means of satisfying certain of their needs of creativity and self-expression, has there emerged a definite occupational or career component in the role of women.

The modern woman is playing a role partly geared to the dominant values of society, yet also substantially patterned in terms of variant values. This situation is made the more critical because American girls in their formative years are trained very much as boys are for an autonomous independence. All too often when girls marry they find they have had inadequate training either for the domestic role or for the representative roles which society expects of them. "We wish to be sure that girls can be independent and look after themselves if they do not marry and also be equipped to take hold of emergency situations," said Dr. Kluckholn. "But," she added, "once having done this there is both the hope and expectation that they will not have to use the training they have received and can, as adults, switch to the more variantly defined aspects of the total role for which they have not been trained."

Dr. Kluckholn discussed also the prevalent negative attitudes towards domesticity, inbred in both men and women. "We need to give to domestic tasks the kind of evaluation that will create in women themselves a positive appreciation of the housewife role. Men must share more fully the non-economic activities that are frequently left to women, and must also grant to women the right to take their place in the occupational world."

From analysis of the role of women in present-day society, the conference turned to the consideration of the working woman "As Others See Her" and "As She Sees Herself". "As Others See Her", she was described by three men, all of whom are concerned with the employment of women: Virgil Martin, Vice-president, Carson, Pirie and Scott, Chicago; Peter Henle, Assistant Director of Research, American Federation of Labor, Washington, and James T. O'Connell, Vice-president, Publix-Shirts Corporation, New York.

Mr. Martin described women executives as being as fully as "tough-minded" as men executives. But whereas "the male executive comes at you head on, a woman tends to avoid head-on conflict". This capacity he felt to be a potential strength, although women too often have a sense of inferiority to men in a working situation. This attitude he finds reflected in a tendency to subjective and inhibitive relationships with one another. "Women", he said, "do not help other women to advance as men help one another to do."

Mr. O'Connell described the possessive attitude of women and girls towards the machines that they operate. "Men", he said, "do not have this proprietary attitude to anything like the same degree and are therefore more flexible in employment."

Mr. Henle advocated union membership as a means of improving women's economic status and freeing them from attitudes of inferiority.

The women of the panel, Dr. Anne Garry Pannell, President, Sweet Briar College, Sweet Briar, Va.; Mrs. Helen Berthelot, Legislative Representative of the Communications Workers of America, Washington; and Miss Louise Watson, Investment Adviser, R. V. Pressprich and Co., New York, challenged and explained some of these statements, stressing the lack of opportunity for women to rise to top posts whether in education, in business or in the labour movement. They emphasized the need for greater clarity of employment policy for women, including opportunity for advancement.

Discussion of shortage occupations carried the Conference into present and future problems of the labour situation. Brig. David Sarnoff, Chairman of the Board of the Radio Corporation of America, spoke of the revolutionizing effects of the atom and the electron. He believed that the increasing automation that at present is creating an uncomfortable period of transition with accompanying unemployment, ultimately will increase the volume of work and make possible lower cost goods. Meanwhile, the extensive increase in automation in electronic accounting systems, robot typewriters and high speed and high volume techniques will make its greatest impact upon jobs typically performed by women. These technological changes will influence the type of employment available

for women and the educational qualifications required. Production will tend to give over to service as an area of large general employment.

Taking up this emphasis on service occupations, Dr. Roland R. Renne, President of Montana State College, illustrated new needs by reference to changing demography—a rising birth rate, now four million babies annually, and a longer life span which adds to the number of older persons in the population. In light of these changes, he pointed out that children will grow up uneducated and old people will be uncared for unless more women are available as teachers and nurses. He called for more imaginative ways of meeting shortages in these professions. He would provide refresher courses and training for mature women in such fields as teaching, nursing and homemaking.

Other speakers pointed out the effect of prevalently early marriages on women's occupational skills and experience. Marrying immediately after, if not before, finishing their schooling, women in the future will lack essential training and be unable to accept any but the most routine jobs. Under these circumstances women's best preparation would be a broad liberal education whether of university or high school level. It was suggested, however, that women should take further study or training in specialized fields before their children are completely grown so that when the years of mothering are finished they may be equipped to serve the community.

Commenting on the availability of women for employment, Dr. Mirra Komarovsky, Chairman of the Department of Sociology, Barnard College, New York, gave the life cycle of the American married woman as follows: "40 per cent are gainfully employed the first year of marriage, 30 per cent the second and third years. With child bearing the percentage sharply drops, only 15 per cent of mothers of children under six being employed. After 35 years of age the percentage rises again to about ⅓, declining and remaining low after the middle fifties. At 48, when her last child leaves home, the average woman has ahead 14 years with her husband and 13 to 14 years of widowhood."

On her return, Miss Royce reported: "The Conference did not solve any of the problems either of women's role in present-day society nor with respect to their employment but did open up broad perspectives upon these questions and implied some constructive lines of approach. The challenge to work towards co-operation of men and women in the family and in the occupational world is no less in Canada than in the United States."

Fatal Industrial Accidents in Canada during the Fourth Quarter of 1954*

Fourth-quarter fatalities number 367, higher by two than figure for previous quarter; 67 of the deaths occurred in construction industry

There were 367[1] industrial fatalities in Canada in the fourth quarter of 1954, according to the latest reports received by the Department of Labour. This is an increase of two fatalities from the previous quarter, in which 365 were recorded, including 13 in a supplementary list.

During the quarter under review, seven accidents occurred which resulted in the deaths of three or more persons in each case. On October 2, a plane crash in the Yukon Territories took the lives of the pilot, a government engineer and two guides. Five volunteer firemen of the Kingsway-Lambton, Ont., fire department were drowned October 16, when their fire truck was washed into the Humber River during a flash flood. At Montreal, Que., three painters were killed when the hooks holding the scaffold on which they were working gave way and let them fall a distance of 90 feet. Five crew members of the tug *Rouille* lost their lives off the coast of Nova Scotia on December 3, when the tug keeled over under a huge wave, filled with water, and sank.

*See Tables H-1 and H-2 at back of book.

[1] The number of industrial fatalities that occurred during the fourth quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

In another accident at sea three men were drowned December 4, near Powell River, B.C., when the tug *Teeshoe* sank after being struck by the propellor of a freighter. At the time of the accident the tug was pulling away from the freighter after putting a pilot on board. On December 8, five coal miners were crushed to death at Springhill, N.S., when the floor of the mine in which they were working heaved violently and buried them under tons of debris. At Montreal, Que., four transport company employees died December 21, in a fire which destroyed the warehouse of their employer.

Grouped by industries, the largest number of fatalities, 67, was recorded in the construction industry. Of these, 24 were in miscellaneous construction, 23 in buildings and structures and 20 in highway and bridge construction. In the previous three months 86 fatalities were listed in this industry, including 39 in highway and bridge construction, 27 in buildings and structures and 20 in miscellaneous construction.

Accidents in the mining industry resulted in the deaths of 59 persons during the quarter under review, 27 occurring in metalliferous mining, 17 in coal mining and 15 in non-metallic mineral mining. During the third quarter 54 fatalities were recorded, including 31 in metalliferous mining, 13 in non-metallic mineral mining and 10 in coal mining.

In manufacturing there were 54 industrial deaths in the fourth quarter of 1954, of which 12 occurred in iron and steel, nine in wood products and eight in the transportation equipment group. In the previous quarter 50 deaths were recorded, including 14 in iron and steel, eight in wood products and seven in non-metallic mineral products.

During the quarter under review 52 persons died as a result of accidents in the transportation industry. Of these, 20 were in steam railways, 18 in local and highway transportation and 12 in water transportation. In the previous three-month period, 50 fatalities were listed, of which 20 were in steam railways, 13 in water transportation and nine in local and highway transportation.

Accidents in the logging industry accounted for 49 deaths during October, November and December, compared with 40 in the previous three months. During the fourth quarter of 1953, 37 fatalities were reported in this industry.

In agriculture there were 30 fatalities reported during the fourth quarter of 1954, a decrease of nine from the 39 listed in the previous three months.

An analysis of the causes of the 367 industrial fatalities during the quarter shows that 106 (29 per cent) of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees and limbs (26), automobiles and trucks (15) and landslides or cave-ins (12). "Collisions, derailments, wrecks, etc.," were responsible for 104 of the deaths during the period. These included 46 fatalities as a result of automobile and truck accidents, 29 involving watercraft and 14 tractor or loadmobile accidents. "Falls and slips" were responsible for 59 fatalities during the period; 54 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 101. In British Columbia there were 77 and in Quebec 72.

During the quarter under review, there were 143 fatalities in October, 119 in November and 105 in December.

50 Years Ago This Month

Plasterers receiving $4-$6, carpenters $1.25-$2.80 —per ten-hour day 1904 survey disclosed. Eight-hour day found in only 8 of 155 centres

Plasterers were receiving higher wages than carpenters and lathers in Canada in 1904. Continuing its series of studies on wages and working conditions in various trades, the LABOUR GAZETTE in the April 1905 number said that as a rule wages were higher for these workers in the larger centres of industry than elsewhere.

In Montreal and Halifax, carpenters were earning $2.25 for a ten-hour day, $2.40 to $2.80 for ten hours in Toronto and $5 in Vancouver for a nine-hour day. Smaller centres such as Pugwash, N.S., and Welland, Ont., reported wages of $1.75 and $1.80 respectively, for a ten-hour day.

Top wages for plasterers were being earned in British Columbia, where the lowest daily rate, $4 was being paid in Victoria, and the highest, $6, in Nelson and Similkameen.

Wage rates for carpenters ranged from a low of $1.25 a day in Paspebiac, Que., for a work week of 70 hours to a high of $4 in London, Ont., for a 60-hour week. Lathers received top wages of $6 daily in Similkameen, B.C., for a work week of 60 hours and the lowest wages recorded in the survey were found in such areas as Welland, Ont., and Chicoutimi, Que., where $1.25 per day was the standard rate.

The Department of Labour's study was based on returns received from 155 localities. Of these, 111 showed that carpenters worked a ten-hour day, 38 indicated a nine-hour day and six, an eight-hour day. Of the 105 returns concerning lathers, 71 reported a ten-hour day; 26, nine hours and eight, an eight-hour schedule. The 124 replies on plasterers showed 81 reporting ten hours; 36, nine hours and six, a period of eight hours as the standard day. One reply reported an eight-and-one-half-hour day.

For purposes of comparison, the article repeats statistics from a survey made in the period 1890-1. The average individual yearly wage at that time for carpenters was estimated at $290.99. The highest annual wage earned was $617.35, in British Columbia, while the lowest, $178.09, was reported for Prince Edward Island. It was estimated that between 1880 and 1890 carpenters' wages had increased by about 30 per cent.

Nine labour disputes, two more than in the previous month, were reported for March 1905. Six began in the month and three in previous months.

About 351 workers in 23 establishments were directly affected by these disputes. The loss of time was estimated at approximately 6,970 days, an increase of about 950 compared with February and of 4,725 compared with March 1904.

Of the disputes beginning in March, two were in the woodworking trades. The remaining four affected the metal and shipbuilding trades, the printing industry, food and tobacco preparation and miscellaneous trades.

Egg, butter, bacon, pork and lard prices continued high during March, the GAZETTE reported. Bread price increases were noted in several centres, with 11 and 12 cents a loaf being common in Ottawa and Hull.

The approach of the spring rental season highlighted the scarcity of new housing, particularly in Ontario. Housing at moderate rentals was said to be "exceedingly difficult to obtain" in Toronto, Hamilton, London and Guelph.

Several wage changes were recorded in the country with the advent of spring. Skilled farm labour in Ottawa was being paid $200 a year with board; inexperienced labour, from $100 to $120 a year with board.

In the building trades industry, painters and decorators in Belleville, Ont., had their hours reduced from nine to eight per day while Ottawa stonemasons received a three-cent-per-hour wage increase, bringing their hourly rate to 45 cents.

Job printers in Winnipeg received a $2 a week increase, bringing their minimum wage up to $20, while printers and pressmen in Windsor, Ont., gained an eight-hour-day.

Immigration to Canada for February continued at a high rate, according to figures released by the Department of the Interior. Among the new arrivals for the month were 676 from the United States, 2,908 from the British Isles and 926 from other areas.

For the first two months of 1905, immigrants numbered 6,585, compared with 5,141 for the same period in 1904.

128th Session of Governing Body

Orders Director-General to name committee of independent persons to prepare report on extent to which employer and worker organizations in ILO member countries are free of government domination or control

The Governing Body of the International Labour Organization at its 128th session last month ordered Director-General David A. Morse to prepare a report on the extent to which employer and worker organizations in 70 ILO member countries are free of government domination or control.

The proposal, submitted by the government group and supported by the employer and worker groups, instructed Mr. Morse, after consultation with the officers of the Governing Body, to name a committee of independent persons to prepare the report for submission to the Governing Body in October, if possible.

The Governing Body would then decide what action might be taken to deal with the situation revealed by the report.

The inquiry was ordered after consideration of a proposal from the worker members, supported by the employers, for the appointment of a sub-committee of the Governing Body to consider changes in the ILO constitution which would guarantee the naming of "free and independent" worker and employer delegates to ILO meetings.

Wages and related elements of labour costs in European countries will be studied by a group of statistical experts following approval of the Governing Body, by a vote of 33 to 0, with three absententions, of a proposal made by Mr. Morse as a result of the European regional conference (see below). Among other things, the group will study the cost of social programs to employers and the benefits received by workers through the operation of such plans. For the first time, internationally comparable data on these topics will be available.

In addition, the social aspects of problems of European economic co-operation will be the subject for investigation by a group of experts, the Governing Body decided. On the basis of the conclusions of the two committees, the Director-General will submit suggestions to a later meeting of the Body for arranging a tripartite examination of the findings.

The International Labour Organization will participate in the forthcoming International Conference on Peaceful Uses of Atomic Energy, meeting in Geneva, August 18, the Governing Body decided. A memorandum, considered by the 40 government, employer and worker delegates, noted that some existing industries will disappear, involving loss of work for the employees concerned and that new industries will develop, creating new problems when atomic energy is introduced.

The ILO, the memorandum stated, must be prepared to consider international standards and action in the future concerning such problems as the conditions of employment of workers in these industries; adequate protection of life and health; social security questions, and other problems arising out of technological advances.

The 15th report of the Governing Body's Committee on Freedom of Association was approved during the four-day session. Of the charges against 22 governments, five, referring to Brazil, France, French Morocco, the United States and Greece, were closed. Others, involving French Morocco, the Union of South Africa, the United Kingdom (Southern Rhodesia), Guatemala and Pakistan, resulted in conclusions to be brought to the attention of the governments concerned.

In addition, the Governing Body:—

Postponed until its May meeting a vote on a worker proposal, supported by the employers, for the appointment of an ILO committee on forced labour to continue the work accomplished by the UN-ILO *ad hoc* committee on forced labour (L.G., 1953, p. 1131).

Decided to ask member governments whether they favoured new international standards designed to benefit fishermen, including the age of admission to employment, medical examinations, work contracts and accident insurance.

Approved a preparatory meeting, to be held late in 1955, leading towards a possible international standard on social security protection for personnel engaged in international transport.

Approved a 1956 budget of $7,395,729, about $400,000 higher than the 1955 budget, that will be submitted to the International Labour Conference in June. Because of the increase in ILO membership, the contributions of most member countries will be reduced.

The Canadian delegation was headed by A. H. Brown, Deputy Minister of Labour, who is Canadian Government Member of the Governing Body. Other members of the delegation were Paul Goulet, Director of the ILO Branch, Department of Labour; Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations; and J. E. G. Hardy, of the Canadian Embassy in Rome.

European Regional Conference

25 member countries attend ILO's first regional conference in Europe, called to discuss advancement of European productivity, social standards. Resolutions on housing, social security, retirement approved

Greater confidence in the future with more attention to increasing productivity and less reliance on restrictive devices were prescribed in Director-General D. A. Morse's report to the International Labour Organization's first European Regional Conference, held in Geneva, January 24 to February 5.

Worker, employer and government delegates from all European member countries, with the exception of Albania and Iceland, discussed the role of workers and employers in programs to raise productivity in Europe; financing of social security benefits; the age of retirement; and other European issues. Delegates from 25 countries in all were in attendance.

Mr. Morse's report pointed out that a detailed elaboration of practical measures for the strengthening of economic ties cannot be left to governments alone. "Employers' and workers' organizations have a very special and important part to play in spreading this knowledge and understanding which are essential if solid progress towards closer economic integration is to be made. They also have important practical tasks to perform in devising and applying measures to make it as easy as possible for labour and enterprise to move, when this is necessary, from less efficient to more efficient industries and undertakings."

Productivity

During its sessions, the Conference recognized that "a substantial increase in standards of living and human welfare depends to a large extent upon the achievement of higher productivity and on the equitable distribution of the benefits of such higher productivity as well as of the total national income". By 47 votes to 37, with five abstentions, the Conference adopted a resolution outlining the role that employers and workers and their organizations as well as the ILO could play in raising productivity in Europe.

The resolution declares that in programs to raise productivity the emphasis should be laid upon more effective work through the improvement of methods and not upon harder work, and that there should be no risk to the safety or health of the workers. The resolution also called for adequate measures to prevent higher productivity from leading to unemployment.

The resolution went on to note that benefits from increased productivity should be equitably distributed among capital, labour and consumers. It cited the experience acquired by the ILO in providing technical assistance in the raising of productivity to governments of a number of countries outside Europe.

> The older workers almost always bear the brunt of residual unemployment that proves so troublesome to employment exchanges, the ILO said in a report prepared for discussion at the European Regional Conference.
>
> "Paradoxically enough," says the report, "unemployment among older workers is most acute in those occupations where the effects of advancing years are quite unimportant and where older workers could normally be most suitably employed, whereas in the roughest and unhealthiest occupations, which are avoided by young people, the proportion of older workers is very high.
>
> "There can be no question that the large-scale unemployment among older workers in non-manual occupations is chiefly due to the attraction of these occupations for young people who, rightly or wrongly, look upon them as far preferable to manual work."

Raising the age of retirement without increasing the number of available jobs would increase the number of unemployed, the ILO said in a report prepared for discussion at the European Regional Conference.

A pensionable age already in force should rarely be raised as a means of dealing with financial or other problems resulting from the level at which it is fixed, the report also said. A much more desirable alternative is the application of measures that introduce greater flexibility in the relationship between such age and the age of retirement or that at which pensions are actually drawn.

The report adds that the postponement of retirement by numerous workers until some time after the pensionable age would be advantageous for the workers themselves, the general economy and, potentially, for old age pension finances.

Retirement and Pensions

By a vote of 65 to 17, with three abstentions, the Conference approved a resolution suggesting a set of principles for the guidance of the various European countries regarding pension and retirement plans. The main principles recommended are:—

Legislation to provide for every worker who has completed a full working life to be able to retire and rest with an adequate pension.

The minimum pensionable age to be fixed, as a general rule, within the range of 60 to 65 years.

Pensions at lower ages for occupations which are arduous or unhealthy.

Workers who have reached the pensionable age but who are willing and able to continue work should be given an opportunity to do so if suitable employment is available and provided this does not prejudice younger workers.

The amount of pensions in payment should follow the same trend as the general level of the cost of living.

Financing Social Security

Concerning the cost of financing social security, the Conference adopted, by 68 votes to 18, with three abstentions, a resolution stating among other things that an international comparison of methods was necessary in order to find appropriate solutions to problems of economic co-operation between all European countries.

The resolution asked the ILO to continue to expand its efforts to assemble basic statistical data, to study the evolution of the said systems and to compare the methods of financing social security and other social advantages granted either to the workers or to the population as a whole.

Housing

Recognizing the importance of housing in workers' standards of living, the Conference, by a vote of 80 to 0, with six abstentions, adopted a resolution recommending a series of measures in this regard. The recommendations:—

An objective of national policy should be to ensure the minimum requirements for the accommodation of the people of the country, taking account of the size of families.

In each country there should be one central body with responsibility for formulating and developing long-term and short-term national housing programs.

The development of long-term housing programs, the resolution said, will substantially contribute to the maintenance of building activity, to the reduction of seasonal unemployment, to the increase of productivity and to the effective reduction of building costs.

Governments should especially endeavour to promote the construction of low-cost housing at reasonable rents for the broad mass of the people.

In order to promote housing construction, appropriate measures should be taken to stimulate increased investment in housing by private capital, in addition to financing by public funds.

The ILO Convention requiring periodical medical examination of persons employed on most sea-going vessels will come into force in August.

The Convention was adopted by the Maritime Session of the International Labour Conference at Seattle in 1946 but was to come into force only after ratification by at least seven of the world's principal maritime countries. At least four of these countries were to have a million tons of shipping each.

Ratifications have now been registered by Argentina, Belgium, Bulgaria, Canada, France, Italy, Norway, Poland, Portugal and Uruguay.

4th Session, Chemical Industries Committee

Continuing increase in productivity would make major contribution to higher living standards but, Committee warns, steps should be taken to ensure that higher productivity does not result in unemploymen

A continuing increase in productivity in the chemical industries which would make a major contribution to the promotion of higher standards of living and the health, welfare and future sustenance of a growing world population was recommended by the fourth session of the Chemical Industries Committee* meeting in Geneva, February 7 to 21.

The session, attended by government, worker and employer delegates from 21 important chemical manufacturing countries, including Canada, also adopted five danger symbols to be used throughout the world to identify the chief types of dangerous substances.

Productivity

Concerning productivity, the Committee emphasized that workers should receive an equitable share of the direct and indirect benefits obtained from increased productivity. It said that increased productivity should not adversely affect the moral, physical or material well-being of labour generally, nor should it be achieved at the expense of human dignity.

All possible measures should be taken by employers and governments to ensure that higher productivity does not lead to unemployment, the Committee warned.

The Committee noted that work study was rapidly taking its place in some countries as an additional factor in securing increased production. While not an exact science, work study could provide a more equitable basis for incentive schemes and might help to make such schemes acceptable to workers. There should be consultation with trade unions, with workers or their accredited representatives before systems of payments by results were introduced. It added:—

"It is recommended that all possible steps should be taken, in countries where it is appropriate, to encourage the development of systems of wage payment based upon work study so that workers' earnings may be related to their productive performance in terms of quality as well as quantity of work."

The resolution also stressed the need for good human relations and for active co-operation between employers and workers.

Danger Signals

The five danger symbols adopted by the Committee are intended for use in international trade to give warning of the main categories of danger associated with the handling of dangerous substances—explosion, fire, poisoning, corrosion and radioactivity. The symbols, designed to be simple and striking in effect, convey the warning without the aid of text.

In addition, the Committee stressed the value of appropriate labels for the protection of workers and urged the ILO, in collaboration with other international organizations, to promote the greatest possible uniformity between the systems of labelling dangerous substances in use in the various branches of transport and in the manufacturing industry "on the basis of the danger symbols adopted by the Committee".

The Committee also suggested that the ILO should:—

Collect further data on occupational diseases in the chemical industries, their incidence and protective measures against them;

Furnish information on vocational training methods which have proved to be the most satisfactory.

Canadian Delegation

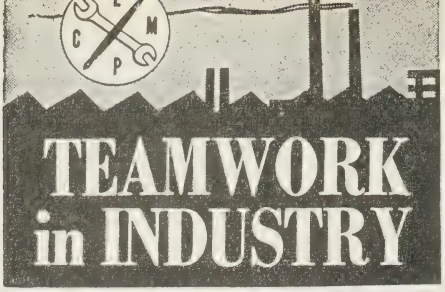
The members of the Canadian delegation were as follows:—

Government Delegates: John Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch, Department of Labour, and Dr. Kingsley Kay, Chief, Laboratory Services, Occupational Health Division, Department of National Health and Welfare.

Employer Delegates: S. C. Jones, Manager, Employees Relations Department, Canadian Industries (1954) Limited, and William M. Kirk, Director of Industrial Relations, Dow Chemical of Canada, Ltd.

Worker Delegates: Silby Barrett, Assistant to the President of District 50, United Mine Workers of America, and W. D. Kearns, Secretary, Toronto and District Trades and Labour Council.

*ILO industrial committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.



Numerous congratulatory messages were extended to the Maintenance of Way Co-operative Committee of the Atlantic Region, Canadian National Railways, Moncton, N.B., when it recently marked its 25th anniversary.

A special meeting of the committee was held to observe the occasion, and CNR President Donald Gordon, who was unable to attend in person, sent the following wire to the group:—

"...Co-operation between men and management is every bit as important today as it was 25 years ago. It promotes mutual understanding and benefit in which we all share. Best wishes for future success and profitable operation."

Representatives of management in attendance at the meeting included: G. R. Doull, Regional Chief Engineer, who acted as chairman; E. W. G. Chapman, Assistant Chief Engineer; R. P. Puddester, Engineer, maintenance of way; and P. F. Padberg, General Store Keeper, all of Moncton. G. R. Hayes, Vice-President and General Manager for the Atlantic Region, attended the meetings as an observer.

The employees were represented by the following senior officials of the Brotherhood of Maintenance of Way Employees: J. E. Roy, General Chairman, Ottawa; G. A. Biddiscombe, Vice-Chairman, Saint John, N.B.; and H. J. Hennessy, Assistant General Chairman, Charlottetown, P.E.I.

George W. Yorkton, Amherst, N.S., of the Labour-Management Co-operative Service, Industrial Relations Branch, Department of Labour, Canada, attending the meeting as an observer, commended the committee on its fine record during the past 25 years, and added:—

"In the course of carrying out my duties, devoted to the establishment of labour-management production committees, and better human relations between employers and employees, I often refer to your group as an outstanding example of what people can achieve when they work together to accomplish any given task."

Vice-President and General Manager G. R. Hayes extended his congratulations to the group on the successful completion of 25 years of operations. Addressing the meeting, he said in part:—

"It is only by co-operation that we can work together in the railway's interest, as well as in the interest of the employees. This committee has built up an enviable record in this respect."

Speaking on behalf of the employees, G. A. Biddiscombe, Vice-chairman of the Brotherhood of Maintenance of Way Employees, assured the gathering of his group's loyal co-operation, stating that they were trying to do all that they could in this respect.

Mr. Biddiscombe noted that there had been benefits for both employees and management through the committee's activity, and that the employees try to contribute in every way possible towards its success. He assured the meeting that they would continue to do so, and expressed his belief that co-operation had been a leading factor in cutting down expenses, and had helped in many other ways.

* * *

Recognition by a leading West Coast unionist of a need for closer day-to-day labour-management co-operation, of the calibre achieved by committees composed of both groups engaging in joint discussion, was evident in a statement made recently. In a message to union officers, he said:—

"Judging from discussions with management during the past year, I would say that generally management is beginning to see that there must be a better approach to solving the everyday problems that arise for both management and labour, the solving of which would make work easier, production methods more efficient and happier employees.

"It must be thoroughly understood that such committees are not set up to dominate either one group or another, but are designed to benefit through co-operation those who are responsible for production and those who make production possible. It follows, naturally, a gain for one must result in a gain for all."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month, the Board received three applications for certification and one request for review of a Board decision.

Applications for Certification Received

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of riggers employed by Dutton-Mannix Company, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of marine engineers employed by Canadian National Railways in its Newfoundland Steamship Service (Investigating Officer: B. H. Hardie).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of office personnel employed by Canadian National Railways in its Regional Accounting Office, Winnipeg, Man. (Investigating Officer: J. L. MacDougall).

Request for Review of Decision

Canadian Air Line Dispatchers' Association, applicant, and Trans-Canada Air Lines, Montreal, Que., respondent (Investigating Officer: C. E. Poirier) (L.G., Sept. 1945, p. 1318).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Coastal Towing Company, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe).

2. Canadian Pacific Air Lines Limited and Canadian Airline Flight Attendants' Association (Conciliation Officer: G. R. Currie).

3. Yukon Consolidated Gold Corporation Limited, Dawson City, Y.T., and Dawson Miners' Union, Local No. 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

4. National Harbours Board and National Harbours Board Employees' Association, Prescott, Ont. (Conciliation Officer: F. J. Ainsborough).

5. National Harbours Board, Halifax, N.S., and Division No. 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane).

Settlements Reported by Conciliation Officers

1. National Harbours Board, Saint John, N.B., and National Harbours Board Employees' Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove) (L.G., March, p. 298).

2. Coastal Towing Company, Vancouver, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 298).

3. Canadian Marconi Company Limited, Montreal, and Commercial Telegraphers' Union, Canadian Marine Radio Division, No. 59 (Conciliation Officer: R. Trépanier) (L.G., March, p. 299).

4. Coastal Towing Company, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe). (See above.)

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

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Conciliation Boards Established

1. CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. O'Neill) (L.G., March, p. 298).

2. Canadian Overseas Telecommunication Corporation and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier) (L.G., Jan. p. 61).

Conciliation Board Reports Received

During February, the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in September to deal with matters in dispute between CKCV Limited, Quebec, and the National Association of Broadcast Employees and Technicians (L.G,. Dec., p. 1725). The text of the reports is reproduced below.

During February, the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in September to deal with matters in dispute between CHRC Limited, Quebec, and the National Association of Broadcast Employees and Technicians (L.G., Dec., p. 1725). The text of the reports is reproduced below.

Settlement Following Board Procedure

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., March, p. 300).

Strike Action Following Board Procedure

1. CKCV Limited, Quebec, and National Association of Broadcast Employees and Technicians. (See above.)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Departmenet of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department, in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Report of Board in Dispute Between

CKCV Limited, Quebec

and

National Association of Broadcast Employees and Technicians

During February, the Minister of Labour received the majority and minority reports of the Boards of Conciliation and Investigation established to deal with matters in dispute between the National Association of Broadcast Employees and Technicians and (1) CKCV Limited, Quebec, and (2) CHRC Limited, Quebec.

Mr. Justice Gérard Lacroix, Quebec, was Chairman of both Boards. Philippe Vaillancourt, Montreal, was the union nominee to both Boards. Arthur Matteau, Montreal, was the company nominee to the Board dealing with the dispute affecting CKCV Limited and Eugene Lacasse was the company nominee to the Board that dealt with the dispute affecting CHRC Limited.

The majority reports, which under the provisions of the Industrial Relations and Disputes Investigation Act constitute the reports of the Boards, were submitted by the Chairman and the companies' nominees. The minority reports were submitted by Mr. Vaillancourt.

The texts of the majority and minority reports are reproduced below.

We wish to submit the following report in connection with the dispute between the National Association of Broadcast Employees and Technicians, on the one hand, and CKCV Limited, Quebec, on the other hand:—

The points in dispute specifically submitted to us are those which are listed in the report submitted on September 9, 1954, by Mr. Pepin, Conciliation Officer, to Mr. M. M. Maclean, Director of Industrial Relations.

In the present case, we have held eight sessions, one for the swearing in and for consideration of the file and the others for purposes of investigation. During the latter, many witnesses were heard and close to 60 exhibits were filed.

We have also held a special session to hear representatives of the parties, and, finally, a written report was submitted to us by counsel for the employer.

We have had private sittings on January 11, 12, 17, 18, 21 and 22 and we have taken even more time than the Act provides for, for the drawing up of a complete and final version of the present report.

The two most important questions were the following:—

(a) Union Security.

(b) Salaries.

We have unanimously agreed that, in the consideration and study of all the points in dispute, we should constantly bear in mind different essential factors, the main ones being the following:—

1. A first agreement is involved and there is reason for taking precautionary measures in order to ensure that relations between the employer and the employee, which, according to the evidence have always been good in the past, would not in future lose this characteristic because of the conclusion of a collective agreement.

2. This case concerns a private station, and its potentialities as far as income and operational methods are concerned are obviously not comparable with those of the state-operated stations, nor are they wholly comparable with those of such important stations as CKAC La Presse and CKVL Verdun.

3. Comparisons between conditions existing in the City of Quebec and those which may prevail in such centres as Montreal and Toronto must necessarily take into account a differential which is very real.

We are happy to say that the representatives of both parties have endeavoured to submit, either through witnesses or by way of documents, information as complete as they were able to make it, and that they have shown a spirit of co-operation which was greatly appreciated by the members of the conciliation board.

The proceedings were carried on in a very friendly atmosphere, and this made our work easier and more agreeable.

All questions submitted were debated at length and we now wish to inform you of our conclusions as follows:—

Union Security

1. The union asked for the closed shop, and the company, in its counter-proposal, offered a form of maintenance of membership.

Such provision would have been in force during the life of the agreement, but it authorized any union member to tender his resignation within a prescribed period of time before termination of the agreement.

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The union nominee, Mr. Vaillancourt, recommended, in the present case, some form of not fully unionized shop. Under this plan the employee, within thirty days following the coming into effect of the agreement, would have to become a member of the union as a condition of employment. He would, however, have the right to resign by giving a thirty-day notice before the termination of the agreement.

Mr. Vaillancourt is of the opinion that this plan would be more appropriate, in the present case, than a plan of maintenance of membership, because of the small number of employees at Station CKCV.

The employer nominee, Mr. Matteau, and the Chairman of the Board are of the opinion that the plan recommended in the case of Station CHRC should also apply in the present case, and they suggest the following wording:

Union Security

Any employee who is a member in good standing of the union at the time of the coming into effect of this agreement, and all those who may thereafter so become, must, as a condition of employment, remain members in good standing of the union for the lifetime of this agreement.

However, any employee who is a member of the union may resign from it without loss of employment by giving the union executive, the employer or person in charge of his offices written notice of his resignation, duly signed by him, at least thirty days before the expiration or renewal of this agreement.

2. Grafted on this union security issue, even though it was not specifically mentioned in the conciliation report, the question of the check-off of union dues was also considered.

The union asked that the check-off be made by retaining each week from the wages the sum of one and one-third per cent (1⅓%), to be taken off gross wages, including overtime.

It was also requested that the employer be obliged to deduct the special dues levied on the employee and the penalties he may have to pay his union.

The difficulty with this formula is that the check-off is not made by deducting a fixed and regular amount and that it calls for extra bookkeeping by the Company to figure it out on the wages of every employee each week.

Besides, it has been shown to us that this check-off of one and one-third per cent (1⅓%) of gross wages is really the amount the member of the union agrees to pay to the latter under his union's constitution.

We felt that we should not interfere with the relations which may exist between the union and its members and that any change suggested by us in the form of contribution for check-off purposes would amount to such interference.

As Chairman of the Board, I feel that the check-off must be limited to the deduction of this amount of one and one-third per cent (1⅓%) of gross wages including overtime.

I do not feel that the employer should be asked to deduct the special dues or penalties levied by the union.

This concerns a new power and another transfer of credits which may vary according to circumstances and with each employee, and it does not seem fair to impose such an obligation on the employer.

On the latter part of this section concerning special dues and penalties, the company nominee agrees with the Chairman of the Board and the union nominee reserves the right to submit his opinion in the matter.

Holidays With Pay

The parties have agreed on the matter of holidays paid but not worked.

The method of pay for these holidays was the only issue left unsettled, and the arbitrators are unanimous in recommending as follows:—

With regard to the method of remuneration for these paid holidays, we were called upon to consider various suggestions so as not to deprive the employee of benefits granted him or to burden the company with extra costs.

Two things may happen:

1. An employee may be called to work on a holiday not worked;
2. A holiday not worked may coincide with the employee's weekly day off.

We must grant that the employee is entitled to all the benefits due him under the agreement.

If this benefit takes the form of a holiday not worked, he is unquestionably entitled to stay at home on that day and be paid for it.

The company has offered to pay him double time if he is called upon to work one of these holidays not worked and we feel that this is fair.

However, the company reserves the right to give him only his regular wages on that day but to give him credit for it by adding another day to his usual vacation with pay.

It goes without saying that, in such a case, the company would pay him his regular wages for this additional day of vacation.

We therefore suggest that the following clause be inserted in the agreement:

(a) Should an employee be required to work on a paid holiday, the company shall pay him double time or, if the company so wishes, it may pay him regular time provided that one additional day paid at the regular rate be added to his vacation.

(b) The same method of payment and compensation shall apply in the case where an employee is required to work on his weekly day off (in so far as the law will allow an employee to give up his day off).

(c) In the case where a paid holiday falls on the employee's weekly day of rest, the company shall change the date of the employee's day of rest for that week, so that he may enjoy the benefit of both the paid holiday and the weekly day of rest.

Rest Periods Between Work Periods

In the matter of the weekly day off to which all employees are entitled, the union has requested that said day off begin twelve (12) hours after the employee has left his work.

It was submitted in support of this request that an employee should be entitled to at least twelve (12) hours of rest from the time he has left work until the time he may be called back to work. In this way, he would be entitled to his full twelve (12) hours of rest, and it is desired that these hours do not coincide with any part of the twenty-four (24) hours of his weekly day of rest. In other words, it is desired that the weekly day of rest be counted only from the time an employee could be required to resume his work.

There certainly is a distinction to be made here since the union's reasoning in the matter cannot be *totally* accepted.

Indeed, it seems quite obvious to us that, where an employee needs a reasonable period of rest before resuming his work, he need not have such a long period before his day off.

Employees other than announcers, operators and news commentators (nouvellistes) quit work at five or five-thirty p.m. This means that the employees enjoy six hours and thirty minutes or seven hours of free time before midnight, that is to say before their weekly day of rest begins, if they are going to take this day on the morrow.

We believe that the following recommendations should be made, and we unanimously recommend:—

1. An employee shall not be called to work until twelve (12) hours have elapsed since the end of his last working period.

2. For his weekly day of rest, the employee shall be entitled to twenty-four (24) consecutive hours, plus the six (6) hours preceding his day off.

We believe that these recommendations are such as will place all the employees on about the same footing, since it has been shown to us that Station CKCV closes at midnight. This closing time, along with the above recommendations, will allow the announcers, operators and news commentators (nouvellistes) to have:—

(a) Six (6) hours before their weekly day off.

(b) The twenty-four (24) consecutive hours of the day off.

(c) The night which follows the day off and precedes their working time.

The content of Paragraph (c) is not of a binding or contractual nature; it is mentioned here solely to illustrate what will happen in actual practice.

Employees Receiving Fees

The "fee" as understood and used in radio has not been well defined before the Board.

It appears from the evidence that this word is used to indicate, in a non-restrictive way, however, a payment in addition to the regular salary an employee may receive:

(a) either from a sponsor;

(b) or from his employers for performing special work during his regular working hours or outside his working hours.

Such fees are assigned by sponsors for commercial contracts. Their object is to assure the sponsor of the services of an employee who is known to the public and who has special talents.

It goes without saying that the employee, in such a case, is interested in checking the fact that the agreement which he may have made or which may have been made for him with the sponsor is included in the proper terms in the contract which the company may enter into with the sponsor.

This recommendation of the members of the Board is in no way meant to give the employees of the station, even those who are concerned in the contracts, the right to inquire about the agreements concluded between the station and such clients. Its only object is to authorize the employees concerned to see that, in that agreement, he is protected with regard to the fees which he is entitled to receive. The Board therefore unanimously recommend that every employee interested in a particular contract in connection with fees which are assigned to him shall have the right to examine only that part of the contract which applies to him.

Job Definitions

The Board unanimously recommends that both parties attach to their agreement a definition of the various jobs to be agreed and decided upon by them, but only as a guide, with no contractual obligation involved.

Posting of Schedules or Time-tables

This question had been submitted to us as Item 9 in the Conciliation Officer's report. At the investigation, however, both parties stated that they would settle it themselves. We, therefore, have no decision to make in the matter.

Salaries

This question of salaries was obviously the main topic of discussion, for various reasons which we may perhaps be allowed to resume as follows:—

1. The operating radius of local stations clearly cannot be compared to that of the Montreal or Toronto stations or that of the general CBC network.

2. The stations in those more important and larger centres than Quebec have definite advantages, with regard to clientele, which Quebec stations cannot hope to obtain.

3. CBV, the local CBC station, operates under conditions which are quite different from those of the Quebec stations, particularly CKCV.

The better part of CBV's operations are in fact, in the nature of relay for commercial programs originating in other centres.

This consequently deprives CBV employees, announcers especially, of benefits or advantages for which basic salaries fixed on a higher scale must, in many cases, compensate.

4. Finally, and we are not straying from the evidence in bringing this matter up, there is the uncertainty or alienating condition created by the advent of television.

Since the present contract will take effect during a period of readjustment, we believe that this aspect must be weighed with care in order not to bring about a condition which might prove detrimental to both parties.

Finally, although the union representative made a strong plea for his demand, we (the employer's member and the Chairman of the Board) are of the opinion that a schedule graduating the salary in terms of years only and comprising automatic increases creates a principle which does not give justice to the two parties involved.

To elaborate further on this proposition, it is advisable that we explain ourselves as follows:—

Salary is the price of the output and the devotion to duty, as well as the honesty and the efficiency of an employee.

These are the factors which must condition the remuneration schedule and determine salary progressions.

Giving these factors a minor and relative importance and taking into account, as a condition of increase, only the number of weeks, months or years during which an employee remains in the service of an employer, tends, in our humble opinion, to take away from an employee the desire and the ambition to improve himself and to give his employer better and improved work from year to year.

It does not seem to us absolutely fair to force the employer into granting an increase solely because an employee has been in his service for six months or a year. On the other hand, it does not seem fair either for the employee to be bound by a schedule which could expose him to dismissal should the employer feel that his work is not entirely satisfactory and that he does not possess the skill that justifies the statutory increase which he, the employer, would be obliged to grant for the sole reason that the employee had been with the station for twelve months instead of six.

The employee, even if he wanted to remain in the service of the employer at the same salary, would be placing this employer under an obligation to tell him that he cannot accept this offer which would constitute a violation of the contract and that, moreover, he cannot give him the increase provided for because he does not deserve it.

In the light of this study and of its principles, we have therefore preferred:—

1. To recommend a basic salary for the different occupations at the station.

2. The establishment of this basic salary will result in several cases in giving a number of employees substantial salary adjustments.

3. In order not to place an employee who is just beginning and one who is already in the service of the company at the same stage and on the same level, we thought it would be fair, once the basic salary has been adjusted, to give present employees an additional increase of five per cent (5%) calculated on the adjusted basic salary.

4. For employees whose basic salary is above that suggested in the present report, we recommend a ten per cent (10%) increase in this basic salary.

These recommendations can therefore be summed up in a clause which, for the duration of the present agreement, could be worded as follows:—

(a) All newly-hired employees who are without experience shall be subject to a period of training or trial of a maximum duration of three months. After this three months' trial period, the scale of minimum salaries for each category shall be as follows:

SCALE OF MINIMUM SALARIES

	After 3 months
Announcers	$45.00
Operators	35.00
News Commentators *(nouvellistes)*	45.00
Editors	45.00
Record Librarians	45.00
Assistant Record Librarians	30.00
Typists	25.00
Office Clerks	25.00
Telephone Operators	25.00
Traffic	25.00

(b) All salaries of present employees carrying on one of the duties listed in the above scale which are lower than the rate set by this scale shall be adjusted to the rate of the said scale starting on October 1, 1954.

(c) All salaries of present employees thus adjusted to the rate specified in the above-mentioned scale shall be increased by five per cent (5%) calculated at the basic salary rate adjusted according to figures in the said scale.

(d) All present employees whose basic salary is higher than the minimum salaries specified in the above-mentioned scale shall receive a ten per cent (10%) increase calculated on the basic salary now paid them.

(e) This agreement cannot entail for present employees a reduction in their present earnings.

Date of the Coming into Force of this Contract and Application of Salaries

This contract shall come into force on the date of signature.

It is a twelve-month (12) contract.

On the other hand, reservation might be made as to the application of salaries suggested in this report.

Although the report of the Conciliation Officer addressed to us with our mandate does not specifically mention retroactivity, we were nonetheless requested, at the inquiry, to consider for the application of salaries a date other than the one mentioned for the coming into force of other clauses in the contract.

The intention was to make the salaries retroactive to the last date of the negotiations, but, obviously, nothing in the record could, in the humble opinion of the Chairman of the Board, justify the granting of such a request.

The appointment of the Chairman took place during the first third of the month of October and the parties had agreed to select him during the very first week in October.

Under the Act (R.S.C. Ch. 152) the Conciliation Board's report must be forwarded within fourteen (14) days following the appointment of the Chairman (Section 35).

However, this period can be extended by consent of the parties involved.

In the present case, we have had to have recourse, for perfectly legitimate causes and reasons, to the power to extend the time allowed.

Moreover, employees to whom new advantages are given with regard to salaries by the contract suggested by us would apparently have been entitled to obtain these same advantages towards the end of October 1954.

The Chairman of the Board considers it fair and just to recommend that the salaries suggested in our report come into effect approximately on the date on which the arbitration was referred to us, that is, commencing on October 1, 1954.

The union representative, Mr. Philippe Vaillancourt, and the employer's representative, Mr. Arthur Matteau, accept this last recommendation of the Chairman of the Board to the effect that the salaries suggested and to be adopted come into effect starting on October 1, 1954. As for the other sections of the report, they will come into effect on the day on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) Gérard Lacroix, J.S.C.,
Chairman.

(Sgd.) Arthur Matteau,
Member.

(Sgd.) Philippe Vaillancourt,
Member.

MINORITY REPORT

(Translation)

As it has been impossible for me to sign a unanimous report concerning the dispute between the National Association of Broadcast Employees and Technicians on the one hand and CKCV Ltd., Quebec, on the other, I wish to submit my opinions with regard to certain questions under dispute.

1. *Union Security*

Since the principle of the check-off has been recognized, in accordance with the method established by the union's constitution, just as it was admitted that we should not intervene in relations which may exist between the union and its members, it seems to me that it goes without saying that special dues or fines imposed under the union's constitution should also be deducted.

2. *Fees*

It has been recognized by both parties that the fee is remuneration in addition to the regular salary which is granted an employee for a particular job. On the other hand, the fee may be paid at one time by the employer and at another time by the sponsor. The union requested that rates be established setting the amount of fees, since this is a form of supplementary remuneration. It is my opinion that, in all justice to the employees, rates should be set in accordance with the length of the radio program. Moreover, it should be noted that the employer has set rates for every sponsored program in accordance with the length of the program.

3. *Salaries*

It has been proved by the union party that most radio stations, if not all, have set up salary scales for their employees, covering periods of 5 to 10 years. It has also been proved that the above-mentioned station, while it does not admit that a salary scale has been set up, has acknowledged that it granted statutory (or annual) increases, thereby creating a salary scale, since an employee receives a higher salary after several years' service than another employee doing the same work who has fewer years of service.

The principle of a salary scale in collective agreements now in force in the radio industry was a concession made by the unions. This means that a union may have recognized, for example, that $75 would be a fair wage for a specific duty. However, the same union has admitted or allowed that an employee should take five (5) years before he has acquired all the experience and qualifications necessary for filling this position; the union has therefore recognized that a new employee could receive a lower salary than that set if he is starting as a radio employee. That is why I consider it very important to have a salary scale in the case of employees of CKCV. Otherwise, the collective agreement will be completely ineffective, if they content themselves with setting minimum salaries to determine the remuneration of employees with one year's service or more.

It is also impossible for me to agree to minimum salaries as low as those suggested in the majority report. Radio employees are certainly entitled to a salary which corresponds better to their responsibilities and to their classification.

Finally, I wish to point out that at no time did the employer or his representatives plead inability to pay, which means that an Arbitration Board called upon to make recommendations with regard to what salaries should be paid is relieved of a great deal of responsibility.

I am therefore of the opinion that all hiring rates mentioned in the majority report should be increased by five dollars ($5). And also that a general increase of 15 per cent should be granted to all employees after the salary adjustment called for in the case of employees earning less than the salary suggested as a hiring rate has been made.

All of which is respectfully submitted.

(Sgd.) PHILIPPE VAILLANCOURT,
Member.

Report of Board in Dispute between

CHRC Limited, Quebec
and
National Association of Broadcast Employees and Technicians

We wish to submit the following report in connection with the dispute between the National Association of Broadcast Employees and Technicians on the one hand, and CHRC Limited, Quebec, on the other hand:—

The points in dispute specifically submitted to us are those which are listed in the report submitted on September 9, 1954, by Mr. Pépin, Conciliation Officer, to Mr. M. M. Maclean, Director of Industrial Relations.

In the present case, we have held seven sessions, one for the swearing in and for consideration of the file and the others for purposes of investigation. During the latter, many witnesses were heard and close to 60 exhibits were filed.

We have also held a special session to hear representatives of the parties, and, finally, a written report was submitted to us by counsel for the employer.

We have had private sittings on January 11, 12, 17, 18, 21 and 22 and we have taken even more time than the Act provides for, for the drawing up of a complete and final version of the present report.

The two most important questions were the following:—

(a) Union Security.

(b) Salaries.

We have unanimously agreed that, in the consideration and study of all the points in dispute, we should constantly bear in mind different essential factors, the main ones being the following:—

1. A first agreement is involved and there is reason for taking precautionary measures in order to ensure that relations between the employer and the employees, which, according to the evidence, have always been good in the past, would not in future lose this characteristic because of the conclusion of a collective agreement.

2. This case concerns a private station, and its potentialities as far as income and operational methods are concerned are obviously not comparable with those of the state-operated stations, nor are they wholly comparable with those of such important stations as CKAC La Presse and CKVL Verdun.

3. Comparisons between conditions existing in the City of Quebec and those which may prevail in such centres as Montreal and Toronto must necessarily take into account a differential which is very real.

We are happy to say that the representatives of both parties have endeavoured to submit, either through witnesses or by way of documents, information as complete as they were able to make it, and that they have shown a spirit of co-operation which was greatly appreciated by the members of the Conciliation Board.

The proceedings were carried on in a very friendly atmosphere, and this made our work easier and more agreeable.

All questions submitted were debated at length and we now wish to inform you of our conclusions as follows:—

Union Security

1. The union asked for the closed shop, and the company, in its counter-proposal, offered a form of maintenance of membership.

Such provision would have been in force during the life of the agreement, but it authorized any union member to tender his resignation within a prescribed period of time before termination of the agreement.

The three members are unanimous in recommending this form of maintenance of membership, which could be expressed in the agreement in the following terms:

Union Security

Any employee who is a member in good standing of the union at the time of the coming into effect of this agreement, and all those who may thereafter so become, must, as a condition of employment, remain members in good standing of the union for the lifetime of this agreement.

However, any employee who is a member of the union may resign from it without loss of employment by giving the union executive, the employer or person in charge of his office written notice of his resignation, duly signed by him, at least thirty days before the expiration or renewal of this agreement.

2. Grafted on this union security issue, even though it was not specifically mentioned in the conciliation report, the question of the check-off of union dues was also considered.

The union asked that the check-off be made by retaining each week from the wages the sum of one and one-third per cent (1⅓%), to be taken off gross wages, including overtime.

It was also requested that the employer be obliged to deduct the special dues levied on the employee and the penalties he may have to pay his union.

The difficulty with this formula is that the check-off is not made by deducting a fixed and regular amount and that it calls for extra bookkeeping by the Company to figure it out on the wages of every employee each week.

Besides, it has been shown to us that this check-off of one and one-third per cent (1⅓%) of gross wages is really the amount the member of the union agrees to pay to the latter under his union's constitution.

We felt that we should not interfere with the relations which may exist between the union and its members, and that any change suggested by us in the form of contribution for check-off purposes would amount to such interference.

As Chairman of the Board, I feel that the check-off must be limited to the deduc-

tion of this amount of one and one-third per cent (1⅓%) of gross wages including overtime.

I do not feel that the employer should be asked to deduct the special dues or penalties levied by the union.

This concerns a new power and another transfer of credits which may vary according to circumstances and with each employee, and it does not seem fair to impose such an obligation on the employer.

On the latter part of this section concerning special dues and penalties, the company nominee agrees with the Chairman of the Board and the union nominee reserves the right to submit his opinion in the matter.

Statutory and Paid Holidays

In view of the nature and requirements of their duties, announcers, operators, news commentators (nouvellistes) and telephone operators have not had any statutory or paid holidays to date. They enjoyed only their weekly day of rest, as required by law.

We unanimously agree that they should be given the following five paid holidays: New Year's Day, Confederation Day, St. John the Baptist's Day, Labour Day and Christmas Day.

As for the other employees, called by the generic name of office workers, it has been represented to us that these employees already enjoyed a much greater number of paid holidays and days following holidays.

The union has requested that this same number of holidays be granted; according to the union, this would amount only to recognition of an existing state of affairs.

Upon investigation we reached the conclusion that the holidays in addition to those mentioned in the case of announcers, operators, news commentators (nouvellistes) and telephone operators were not always given every year to the office workers, but that the granting of these holidays varied from year to year according to circumstances.

While recommending that the Company repeat, whenever possible, the advantages with regard to holidays which it has been able, under certain circumstances, to give in the past to its office workers, we consider it fair to grant, for this category, including editors, record librarians, typists, office clerks, invoice clerks, traffic clerks, cleaners and messengers, the following paid holidays: New Year's Day, Confederation Day, St. John the Baptist's Day, Labour Day, Christmas Day, Epiphany, All Saint's Day, the Feast of the Immaculate Conception, Ascension Day and half a day on Good Friday.

Method of Remuneration for Paid Holidays not Worked

With regard to the method of remuneration for these holidays paid but not worked, we were called upon to consider various suggestions so as not to deprive the employee of benefits granted him or to burden the company with extra costs.

Two things may happen:—

1. An employee may be called to work on a holiday not worked.

2. A holiday not worked may coincide with the employee's weekly day off.

We must grant that the employee is entitled to all the benefits due him under the agreement.

If this benefit takes the form of a holiday not worked, he is unquestionably entitled to stay at home on that day and be paid for it.

The company has offered to pay him double time if he is called upon to work on one of these holidays not worked, and we feel that this is fair.

However, the company reserves the right to give him only his regular wages on that day but to give him credit for it by adding another day to his usual vacation with pay.

It goes without saying that, in such a case, the company would pay him his regular wages for this additional day of vacation.

We therefore suggest that the following clause be inserted in the agreement:

(a) Should an employee be required to work on a paid holiday, the company shall pay him double time, or, if the company so wishes, it may pay him regular time only provided that one additional day paid at the regular rate be added to his vacation.

(b) The same method of payment and compensation shall apply in the case where an employee is required to work on his weekly day off (in so far as the law will allow an employee to give up his day off).

(c) In the case where a paid holiday falls on the employee's weekly day of rest, the company shall change the date of the employee's day of rest for that week, so that he may enjoy the benefit of both the paid holiday and the weekly day of rest.

Rest Period Between Work Periods

In the matter of the weekly day off to which all employees are entitled, the union has requested that said day off begin twelve (12) hours after the employee has left his work.

It was submitted in support of this request that an employee should be entitled to at least twelve (12) hours of rest from the time he has left work until the time he may be called back to work. In this

way, he would be entitled to his full twelve (12) hours of rest, and it is desired that these hours do not coincide with any part of the twenty-four (24) hours of his weekly day of rest. In other words, it is desired that the weekly day of rest be counted only from the time an employee could be required to resume his work.

There certainly is a distinction to be made here, since the union's reasoning in the matter cannot be *totally* accepted.

Indeed, it seems quite obvious to us that, where an employee needs a reasonable period of rest before resuming his work, he need not have such a long period before his day off.

Employees other than announcers, operators and news commentators *(nouvellistes)* quit work at five or five-thirty p.m. This means that the employees enjoy six hours and thirty minutes or seven hours of free time before midnight, that is to say before their weekly day of rest begins, if they are going to take this day on the morrow.

We believe that the following recommendations should be made, and we unanimously recommend:—

1. An employee shall not be called to work until twelve (12) hours have elapsed since the end of his last working period.

2. For his weekly day of rest, the employee shall be entitled to twenty-four (24) consecutive hours, plus the six (6) hours preceding his day off.

We believe that these recommendations are such as will place all the employees on about the same footing, since it has been shown to us that Station CHRC closes at midnight. This closing time, along with the above recommendations, will allow the announcers, operators and news commentators *(nouvellistes)* to have:—

(a) Six (6) hours before their weekly day off.

(b) The twenty-four (24) consecutive hours of the day off.

(c) The night which follows the day off and precedes their working time.

The content of Paragraph (c) is not of a binding or contractual nature; it is mentioned here solely to illustrate what will happen in actual practice.

Hours of Work

With regard to this question of hours of work, we are of the unanimous opinion that the company should be allowed to proceed as in the past for the establishment of schedules for working hours, attempting to make as equal and equitable a distribution as possible among all its employees.

With regard to announcers and operators, whose work is subject to special obligations and conditions, due to the operations of the station, we believe that in their case the calculation of the distribution of working hours could be based on a period varying from four to six weeks, in order to balance the average hours in such a way as to attain an almost equal number for each announcer and each operator.

As for the news commentators *(nouvellistes)*, the hours of work schedules are at present distributed over periods of three weeks with 36, 39 and 48 hours each. This distribution was made at the request of the commentators themselves, as a result of an understanding reached among them and with one of their fellow-workers.

After consultation with the news commentators, we recommend that the company respect this agreement for the duration of the present contract, and that this same distribution of three weeks (with 36, 39 and 48 hours each) for this category of employees be maintained, while also respecting the time-table now in force under which the commentators agree to work six consecutive hours without meal time.

In the event that the reason for the existence of the present system, with which the necessity for the present time-table is bound up, should disappear, we recommend that the parties reserve the right, for the lifetime of this agreement, if necessary, to keep the same time-table or to negotiate different conditions in this respect.

We also unanimously recommend that, solely for purposes of additional remuneration, the work week be calculated on the basis of forty hours per week for all employees, except for news commentators *(nouvellistes)*, in whose case the calculation shall be made on the basis of forty-two hours per week.

Employees Receiving Fees

The "fee", as understood and used in radio, has not been well defined before the Board.

It appears from the evidence that this word is used to indicate, in a non-restrictive way, however, a payment in addition to the regular salary an employee may receive:—

(a) either from a sponsor;

(b) or from his employers for performing special work during his regular working hours or outside his working hours.

Such fees are assigned by sponsors for commercial contracts. Their object is to

assure the sponsor of the services of an employee who is known to the public and who has special talents.

It goes without saying that the employee, in such a case, is interested in checking the fact that the agreement which he may have made or which may have been made for him with the sponsor is included in the proper terms in the contract which the company may enter into with the sponsor.

This recommendation of the members of the Board is in no way meant to give the employees of the station, even those who are concerned in the contracts, the right to inquire about the agreements concluded between the station and such clients. Its only object is to authorize the employees concerned to see that, in that agreement, he is protected with regard to the fees which he is entitled to receive. The Board, therefore, unanimously recommends that every employee interested in a particular contract in connection with fees which are assigned to him shall have the right to examine only that part of the contract which applies to him.

Job Definitions

The Board unanimously recommends that both parties attach to their agreement a definition of the various jobs to be agreed and decided upon by them, but only as a guide, with no contractual obligation involved.

Vacations

We are unanimously agreed that two weeks' paid vacation should be granted at the regular rate to each employee covered by this agreement who has twelve consecutive months of uninterrupted service for the company. The union representative suggests that three weeks' paid vacation be granted after five years' consecutive and uninterrupted service with the company.

We rather hesitated to grant this last recommendation, but as Chairman of the Board, after checking on the fact that the other local station in Quebec (CKCV) had, during the period of conciliation, granted three weeks' paid vacation after five years' service, I consider it fair, under the circumstances, to concur in the proposal of Mr. Vaillancourt, union representative, and to make the same recommendation for station CHRC.

Posting of Schedules or Time-tables

This question had been submitted to us as Item 9 in the Conciliation Officer's report. At the investigation, however, both parties stated that they would settle it themselves. We, therefore, have no decision to make in the matter.

Salaries

This question of salaries was obviously the main topic of discussion, for various reasons which we may perhaps be allowed to resume as follows:—

1. The operating radius of local stations clearly cannot be compared to that of the Montreal or Toronto stations or that of the general CBC network.

2. The stations in those more important and larger centres than Quebec have definite advantages, with regard to clientele, which Quebec stations cannot hope to obtain.

3. CBV, the local CBC station, operates under conditions which are quite different from those of the Quebec stations, particularly CHRC.

The better part of CBV's operations are, in fact, in the nature of relay for commercial programs originating in other centres.

This consequently deprives CBV employees, announcers especially, of benefits or advantages for which basic salaries fixed on a higher scale must, in many cases, compensate.

4. Finally, and we are not straying from the evidence in bringing this matter up, there is the uncertainty or alienating condition created by the advent of television.

Since the present contract will take effect during a period of readjustment we believe that this aspect must be weighed with care in order not to bring about a condition which might prove detrimental to both parties.

Finally, although the union representative made a strong plea for his demand, we (the employer's member and the Chairman of the Board) are of the opinion that a schedule graduating the salary in terms of years only and comprising automatic increases creates a principle which does not give justice to the two parties involved.

To elaborate further on this proposition, it is advisable that we explain ourselves as follows:—

Salary is the price of the output and the devotion to duty, as well as the honesty and the efficiency of an employee.

These are the factors which must condition the remuneration schedule and determine salary progressions.

Giving these factors a minor and relative importance and taking into account, as a condition of increase, only the number of weeks, months or years during which an

employee remains in the service of an employer, tends, in our humble opinion, to take away from an employee the desire and the ambition to improve himself and to give his employer better and improved work from year to year.

It does not seem to us absolutely fair to force the employer into granting an increase solely because an employee has been in his service for six months or a year. On the other hand, it does not seem fair either for the employee to be bound by a schedule which could expose him to dismissal should the employer feel that his work is not entirely satisfactory and that he does not possess the skill that justifies the statutory increase which he, the employer, would be obliged to grant for the sole reason that the employee had been with the station for twelve months instead of six.

The employee, even if he wanted to remain in the service of the employer at the same salary, would be placing this employer under an obligation to tell him that he cannot accept this offer which would constitute a violation of the contract and that, moreover, he cannot give him the increase provided for because he does not deserve it.

In the light of this study and of its principles, we have therefore preferred:—

1. To recommend a basic salary for the different occupations at the station.

2. The establishment of this basic salary will result in several cases in giving a number of employees substantial salary adjustments.

3. In order not to place an employee who is just beginning and one who is already in the service of the company at the same stage and on the same level, we thought it would be fair, once the basic salary has been adjusted, to give present employees an additional increase of five per cent (5%) calculated on the adjusted basic salary.

4. For employees whose basic salary is above that suggested in the present report, we recommend a ten per cent (10%) increase in this basic salary.

These recommendations can therefore be summed up in a clause which, for the duration of the present agreement, could be worded as follows:—

(a) All newly-hired employees who are without experience shall be subject to a period of training or trial of a maximum duration of three months. After this three months' trial period, the scale of minimum salaries for each category shall be as follows:

SCALE OF MINIMUM SALARIES

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Record Librarians	45.00
Assistant Record Librarians	30.00
Typists	25.00
Office Clerks	25.00
Telephone Operators	25.00
Messengers	23.00
Caretakers	35.00

(b) All salaries of present employees carrying on one of the duties listed in the above scale which are lower than the rate set by this scale shall be adjusted to the rate of the said scale starting on October 1, 1954.

(c) All salaries of present employees thus adjusted to the rate specified in the above-mentioned scale shall be increased by five per cent (5%) calculated at the basic salary rate adjusted according to figures in the said scale.

(d) All present employees whose basic salary is higher than the minimum salaries specified in the above-mentioned scale shall receive a ten per cent (10%) increase calculated on the basic salary now paid them.

(e) This agreement cannot entail for present employees a reduction in their present earnings.

Date of the Coming into Force of this Contract and Application of Salaries

This contract shall come into force on the date of signature.

It is a twelve-month (12) contract.

On the other hand, reservation might be made as to the application of salaries suggested in this report.

Although the report of the Conciliation Officer addressed to us with our mandate does not specifically mention retroactivity, we were nonetheless requested, at the inquiry, to consider for the application of salaries a date other than the one mentioned for the coming into force of other clauses in the contract.

The intention was to make the salaries retroactive to the last date of the negotiations but, obviously, nothing in the record could, in the humble opinion of the Chairman of the Board, justify the granting of such a request.

The appointment of the Chairman took place during the first third of the month of October and the parties had agreed to select him during the very first week in October.

Under the Act (R.S.C. Ch. 152) the Conciliation Board's report must be forwarded within fourteen (14) days following the appointment of the Chairman (Section 35).

However, this period can be extended by consent of the parties involved.

In the present case, we have had to have recourse, for perfectly legitimate causes and reasons, to the power to extend the time allowed.

Moreover, employees to whom new advantages are given with regard to salaries by the contract suggested by us would apparently have been entitled to obtain these same advantages towards the end of October 1954.

The Chairman of the Board considers it fair and just to recommend that the salaries suggested in our report come into effect approximately on the date on which the arbitration was referred to us, that is commencing on October 1, 1954.

The union representative, Mr. Philippe Vaillancourt, and the employer's representative, Mr. E. Lacasse, accept this last recommendation of the Chairman of the Board to the effect that the salaries suggested and to be adopted come into effect starting on October 1, 1954. As for the other sections of the report, they will come into effect on the day on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) Gérard Lacroix, J.S.C.,
Chairman.

(Sgd.) Philippe Vaillancourt,
Member.

(Sgd.) E. Lacasse,
Member.

MINORITY REPORT

(Translation)

As it has been impossible for me to sign à unanimous report concerning the dispute between the National Association of Broadcast Employees and Technicians on the one hand and CHRC Ltd., Quebec, on the other, I wish to submit my opinions with regard to certain questions under dispute.

1. *Union Security*

Since the principle of the check-off has been recognized, in accordance with the method established by the union's constitution, just as it was admitted that we should not intervene in relations which may exist between the union and its members, it seems to me that it goes without saying that special dues or fines imposed under the union's constitution should also be deducted.

2. *Fees*

It has been recognized by both parties that the fee is remuneration in addition to the regular salary which is granted an employee for a particular job. On the other hand, the fee may be paid at one time by the employer and at another time by the sponsor. The union requested that rates be established setting the amount of fees, since this is a form of supplementary remuneration. It is my opinion that, in all justice to the employees, rates should be set in accordance with the length of the radio program. Moreover, it should be noted that the employer has set rates for every sponsored program in accordance with the length of the program.

3. *Salaries*

It has been proved by the union party that most radio stations, if not all, have set up salary scales for their employees, covering periods of 5 to 10 years. It has also been proved that the above-mentioned station, while it does not admit that a salary scale has been set up, has acknowledged that it granted statutory (or annual) increases, thereby creating a salary scale, since an employee receives a higher salary after several years' service than another employee doing the same work who has fewer years of service.

The principle of a salary scale in collective agreements now in force in the radio industry was a concession made by the unions. This means that a union may have recognized, for example, that $75 would be a fair wage for a specific duty. However, the same union has admitted or allowed that an employer should take five (5) years before he has acquired all the experience and qualifications necessary for filling this position; the union has therefore recognized that a new employee could receive a lower salary than that set if he is starting as a radio employee. That is why I consider it very important to have a salary scale in the case of employees of CHRC. Otherwise, the collective agreement will be completely ineffective, if they content themselves with setting minimum salaries to determine the remuneration of employees with one year's service or more.

It is also impossible for me to agree to minimum salaries as low as those suggested in the majority report. Radio employees are certainly entitled to a salary which corresponds better to their responsibilities and to their classification.

Finally, I wish to point out that at no time did the employer or his representatives plead inability to pay, which means

(Continued on page 455)

Number of Workers Affected by Collective Agreements in Canada, 1953

Total affected increased 2 per cent in 1953, to 1,538,323, a figure that represents 39·7 per cent of all non-agricultural paid workers

The number of workers affected by collective agreements in 1953 was two per cent higher than the year before. The Department of Labour's eighth annual compilation* totals 1,538,323. This figure represents 39·7 per cent of the total non-agricultural paid workers in Canada as at October 1953.

For each of the past eight years, the total number of workers under agreement and the percentage of the non-agricultural paid workers in the labour force who were working under the terms of collective agreements are as follows:

TABLE I.—NUMBERS OF WORKERS UNDER AGREEMENT, 1946 TO 1953

Year	Number of workers under agreement	Percentage of total non-agricultural paid workers†
1946	995,736	31·8
1947	1,120,310	34·9
1948	1,214,542	36·6
1949	1,225,569	35·9
1950	1,282,005	36·2
1951	1,415,250	38·2
1952	1,504,624	39·6
1953	1,538,323	39·7

†The number of paid workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—March 1952*, using the last quarterly figure in each year. For 1952, the Labour Force Survey for December 13, and for 1953 the Labour Force Survey for October 24 were used.

The industrial classification of workers covered by agreements is shown in Table V. Three of the primary industries showed a decline in the number of workers covered from the previous year. These are forestry, fishing and mining. In none of these industries was the decline due to any notable changes in the bargaining situations but rather to a lesser number of workers employed in the groups under agreement.

In the manufacturing industry also, the main changes in 1953 reflected employment conditions, with substantial increases in numbers covered in the aircraft and shipbuilding divisions and decreases in the manufacture of cotton textiles and agricultural implements. Manufacturing as a whole showed a 2·1 per cent increase in workers covered by agreement.

Increases were recorded in other main industry groups, of which construction, trade and service showed the greatest changes. In service, the increase was mainly due to hospital agreements, a number of which were made for the first time in 1953.

The proportion of paid workers covered by agreements is shown in Table II.

Collective agreements usually cover a certain proportion of non-union members as well as union members in the bargaining unit except those agreements that provide that all employees are required to be union members. The number of workers under

*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

The numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec is derived from information issued by the provincial government. Under this Act, the provisions of agreements made between employers and a union or unions under certain conditions may be extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry table.

TABLE II.—PERCENTAGE OF PAID WORKERS* UNDER AGREEMENT, BY INDUSTRY

	Percentage
Forestry	67·1
Mining	73·7
Manufacturing	54·6
Construction	58·4
Transportation, Storage and Communication	82·1
Public Utilities	47·2
Trade	8·7
Finance, Insurance and Real Estate	1·0
Service	12·6

*Based on the Dominion Bureau of Statistics Labour Force Survey at October 24, 1953, except for Foresty, for which the peak month of January 1953 was used.

agreement, therefore, exceeds the total union membership figure in Canada, which at January 1, 1954, was 1,267,911.

On the other hand, the collective agreement coverage figure includes 105,301 employees who are members of some independent local unions, employees' associations and plant councils which are not included in the Department's survey of labour organization in Canada; such workers account for 6·8 per cent of the total number under agreement. An additional factor to be considered in the comparison of agreement coverage and union membership figures is the fact that some union members may be employed in establishments where no agreement presently exists.

TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1953, BY AFFILIATION

Affiliation	Number of Workers
Trades and Labor Congress of Canada..	*590,431*
AFL and TLC	527,195
TLC only	63,236
Canadian Congress of Labour	*396,688*
CIO and CCL	289,800
CCL only	106,888
Canadian and Catholic Confederation of Labour	93,271
American Federation of Labor only	7,205
Congress of Industrial Organizations only	2,406
International railway brotherhoods	35,766
Other unaffiliated international and national unions	135,450
Unaffiliated local unions, employees associations and committees, plant councils	114,219
Total	1,375,436*

There were 6,510 agreements in effect in 1953 and on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. There are some cases of several agreements with different craft unions in one establishment. More frequently, one agreement between a union and an association or group of employers covers a number of employers.

The affiliations of the unions representing the employees in agreements are shown in Table III. It is not possible to classify the workers covered only by the agreements extended under the Collective Agreement Act in Quebec, since some of these agreements, such as construction workers in Montreal, include both international unions and National Catholic federations.

A provincial classification of workers affected by agreements is shown in Table IV. A large number are in the category, "more than one province". Included in this group are nearly all the steam railway employees as well as employees of a number of other companies for whom one agreement covers plants in two or more provinces.

Most agreements are re-negotiated each year, the others at less frequent intervals, and almost all are usually concluded without disputes serious enough to lead to strike action. In 1953, although 6,510 agreements were in force, only 77 strikes, involving fewer than 30,500 workers, occurred over the re-negotiation of agreements.

Most disputes during the life of agreements are settled through the grievance procedure in the agreements. In 1953, only 60 strikes, involving 23,000 workers, occurred during the life of agreements.

TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1953, BY PROVINCE

Province	Number of Workers
Newfoundland	32,619
Nova Scotia	39,125
Prince Edward Island	749
New Brunswick	17,587
Quebec	286,495*
Ontario	483,273
Manitoba	38,422
Saskatchewan	22,982
Alberta	38,017
British Columbia	170,951
Yukon and Northwest Territories	1,009
More than one province	244,207
Total	1,375,436*

*An additional 162,887 are covered only by agreements extended under the Collective Agreement Act in Quebec.

TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1952 and 1953 BY INDUSTRY

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	**995,736**	**1,504,624(a)**	**1,375,436**	**220,529**	**1,538,323**
Agriculture	.....	**34**	**34**	.....	**34**
Forestry	**30,800**	**67,843**	**58,372**	.....	**58,372**
Logging	30,800	67,843	58,372	.....	58,372
Forestry Service	.....	.....	.....	.....	.....
Fishing and Trapping	**7,671**	**10,045**	**7,800**	.....	**7,800**
Fishing	7,671	10,045	7,800	.....	7,800
Hunting and Trapping	.....	.....	.....	.....	.....
Mining (including milling), Quarrying, Oil Wells	**48,975**	**65,221**	**61,842**	**40**	**61,882**
Metal Mining	*19,358*	*35,030*	*32,876*	.....	*32,876*
Fuels	*24,116*	*21,216*	*19,765*	.....	*19,765*
Coal mining	23,254	20,543	19,049	.....	19,049
Oil and natural gas	862	673	716	.....	716
Non-metal Mining	*4,383*	*7,145*	*7,237*	*40*	*7,277*
Asbestos mining	3,984	5,421	5,368	.....	5,368
Other non-metal mining	399	1,724	1,869	40	1,909
Quarrying, Clay and Sandpits	*1,118*	*1,830*	*1,964*	(c)	*1,964*
Manufacturing	**492,536**	**699,381(a)**	**666,129**	**90,252**	**713,766**
Foods and Beverages	*56,326*	*63,971(a)*	*67,333*	*1,731*	*68,894*
Meat products	17,015	15,189	16,192	.....	16,192
Dairy products	798	1,575	1,905	.....	1,905
Canned and cured fish	4,762	6,184(a)	6,526	.....	6,526
Canned and preserved fruits and vegetables	6,790	7,835	8,245	.....	8,245
Flour mills	2,231	3,170	3,192	.....	3,192
Other grain mill products	1,659	1,814	1,771	.....	1,771
Biscuits and crackers	821	2,712	3,365	.....	3,365
Bread and other bakery products	8,977	7,712	6,360	1,731	7,921
Carbonated beverages	46	193	762	.....	762
Distilled liquors	9,082	3,492	3,684	.....	3,684
Malt liquors		6,768	7,024	.....	7,024
Wines		118	146	.....	146
Confectionery	412	2,528	3,506	.....	3,506
Sugar	2,286	2,588	2,571	.....	2,571
Miscellaneous foods	1,447	2,093	2,084	.....	2,084
Tobacco and Tobacco Products	*6,174*	*5,545*	*5,908*	.....	*5,908*
Rubber Products	16,638	*15,364*	*15,369*	.....	*15,369*
Rubber footwear		4,663	4,826	.....	4,826
Tires, tubes, and other rubber products		10,701	10,543	.....	10,543
Leather Products	*21,357*	*20,575*	*12,135*	*14,452*	*20,969*
Boots and shoes	14,175	14,447	6,857	11,827	14,401
Boot and shoe repair	.....	.....	22	.....	22
Leather gloves and mittens	2,307	1,256	1,324	1,046	1,339
Leather tanneries	3,691	3,195	2,711	350	2,927
Miscellaneous leather products	1,184	1,677	1,221	1,229	2,280
Textile Products (except clothing)	*31,394*	*41,833(a)*	*37,731*	*1,657*	*38,843*
Cotton thread, yarn and broad woven goods	17,400	19,368(a)	16,244	.....	16,244

TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd)—					
Miscellaneous cotton goods	110	715	719	.....	719
Woollen and worsted woven goods	6,709	4,994	4,641	.....	4,641
Woollen and worsted yarn		2,042	2,243	.....	2,243
Miscellaneous woollen goods		278	483	.....	483
Silk and artificial silk	3,344	5,938	5,647	.....	5,647
Other primary textiles	(186)	(2,998)	(3,078)	.....	(3,078)
Dyeing and finishing textiles	186	2,294	2,342	.....	2,342
Laces, tapes and bindings	.....	704	736	.....	736
Miscellaneous textile products	(3,645)	(5,500)	(4,676)	(1,657)	(5,788)
Canvas products	456	126	132	.....	132
Carpets, mats and rugs	535	713	704	.....	704
Cordage, rope and twine	982	1,154	886	.....	886
Other textile products	1,672	3,507	2,954	1,657	4,066
Clothing (textile and fur)	*50,140*	*67,392*	*53,832*	*42,386*	*71,328*
Men's, women's and children's clothing	35,232	(48,024)	(36,175)	(36,895)	(51,884)
Custom tailoring and dressmaking		124	199	.....	199
Men's clothing		25,893	20,762	20,153	29,640
Women's clothing		22,007	15,214	16,742	22,045
Knit goods	5,514	(9,456)	(9,626)	.....	(9,626)
Hosiery		9,365	9,611	.....	9,611
Other knit goods		91	15	.....	15
Miscellaneous clothing	(9,394)	(9,912)	(8,031)	(5,491)	(9,818)
Corsets, girdles and foundation garments	200	1,054	972	.....	972
Fur goods	4,312	5,705	4,634	3,762	5,738
Hats and caps	4,882	2,951	2,168	1,729	2,851
Miscellaneous clothing	.....	202	257	.....	257
Wood Products	*32,256*	*50,659*	*46,437*	*4,693*	*49,689*
Saw and planing mills	21,770	(36,186)	(36,005)	.....	(36,005)
Plywood and veneer mills		2,495	5,421	.....	5,421
Sash and door and planing mills		4,796	4,737	.....	4,737
Sawmills		28,895	25,847	.....	25,847
Furniture	7,569	9,999	6,320	4,693	9,572
Miscellaneous wood products	(2,917)	(4,474)	(4,112)	.....	(4,112)
Boxes and baskets (wood)	830	2,208	1,725	.....	1,725
Morticians' goods	.....	112	122	.....	122
Miscellaneous wood products	2,087	2,154	2,265	.....	2,265
Paper Products	*46,886*	*61,016*	*59,878*	*3,055*	*61,391*
Paper boxes and bags	4,274	7,972	6,819	3,055	8,332
Pulp and paper	39,276	48,891	48,765	.....	48,765
Roofing papers	1,253	1,669	1,660	.....	1,660
Miscellaneous paper products	2,083	2,484	2,634	.....	2,634
Printing, Publishing and Allied Industries	*18,104*	*22,850*	*21,610*	*6,862*	*23,658*
Iron and Steel Products	*73,618*	*115,330*	*109,893*	*3,336*	*112,456*
Agricultural implements	10,694	11,889	9,592	.....	9,592
Boilers and plate work	2,560	5,177	5,413	534	5,936
Fabricated and structural steel	3,026	5,867	6,331	.....	6,331
Hardware and tools	1,360	3,912	4,154	.....	4,154
Heating and cooking apparatus	3,975	6,195	6,360	.....	6,360
Household, office and store machinery	3,222	6,221	5,100	.....	5,100
Iron castings	7,379	10,079	9,804	.....	9,804

TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd)—					
Machine shop products	244	697	719	.....	719
Machine tools	1,679	3,259	2,650	.....	2,650
Machinery, n.e.c.	7,511	12,917	12,214	.....	12,214
Primary iron and steel	17,761	25,008	25,343	.....	25,343
Sheet metal products	9,357	12,803	11,112	2,246	12,596
Wire and wire products	1,737	4,503	4,329	.....	4,329
Miscellaneous iron and steel products	3,113	6,803	6,772	556	7,328
Transportation Equipment	*61,684*	*107,766*	*101,976*	*9,932*	*110,256*
Aircraft and parts	7,112	24,379	28,253	.....	28,253
Auto repair and garages	(d)9,574	(d)12,961	4,532	(d) 9,932	(d)12,812
Bicycles and parts	.....	433	568	.....	568
Boat building and repairing	911	562	730	.....	730
Motor vehicles	17,700	27,895	26,339	.....	26,339
Motor vehicles parts and accessories	9,090	16,271	15,989	.....	15,989
Railroad and rolling stock equipment	5,280	8,785	7,697	.....	7,697
Shipbuilding and repairing	12,017	15,953	17,390	.....	17,390
Miscellaneous transportation equipment	.....	527	478	.....	478
Non-ferrous Metal Products	*21,537*	*34,139*	*33,897*	*351*	*34,248*
Aluminum products	3,590	6,685	6,316	.....	6,316
Brass and copper products	3,686	4,875	5,043	.....	5,043
Jewellery and silverware	1,201	1,178	1,154	.....	1,154
Non-ferrous metal smelting and refining	12,383	19,369	19,065	.....	19,065
Watch and jewellery repair	.....	150	.....	351	351
White metal alloys	626	1,461	1,636	.....	1,636
Miscellaneous non-ferrous metal products	51	421	683	.....	683
Electrical Apparatus and Supplies	*26,238*	*41,951*	*48,131*	.....	*48,131*
Batteries	786	808	933	.....	933
Heavy electrical machinery and equipment	13,605	16,270	18,018	.....	18,018
Radios and radio parts	2,681	5,040	7,432	.....	7,432
Refrigerators, vacuum cleaners and appliances	760	4,452	6,385	.....	6,385
Miscellaneous electrical products	8,406	15,381	15,363	.....	15,363
Non-metallic Mineral Products	*11,339*	*17,354*	*17,579*	*1,172*	*18,206*
Abrasive products	1,517	1,695	2,022	.....	2,022
Asbestos products	708	997	1,467	.....	1,467
Cement, hydraulic	811	1,809	1,881	.....	1,881
Clay products	1,924	2,311	2,191	.....	2,191
Glass and glass products	3,353	5,880	5,702	146	5,848
Lime and gypsum products	1,373	1,302	1,386	.....	1,386
Stone products	615	720	452	1,026	933
Concrete products	.....	427	414	.....	414
Miscellaneous non-metallic mineral products	1,038	2,213	2,064	.....	2,064
Products of Petroleum and Coal	*4,963*	*9,124*	*9,122*	.....	*9,122*
Coke and gas products	213	1,530	1,453	.....	1,453
Petroleum refining and products	4,750	7,539	7,618	.....	7,618
Miscellaneous products of petroleum and coal	.....	55	51	.....	51

TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Continued)

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Concl'd)—					
Chemical Products	*10,659*	*18,671*	*18,819*	*625*	*18,819*
Acids, alkalis and salts	4,245	4,817	4,460	.....	4,460
Explosives, ammunition and pyrotechnics	1,028	2,078	1,946	.....	1,946
Fertilizers	427	1,693	1,521	.....	1,521
Medicinal and pharmaceutical preparations	1,148	1,278	1,326	.....	1,326
Paints and varnishes	2,281	2,292	2,358	625	2,358
Soaps, washing and cleaning compounds	823	1,568	1,622	.....	1,622
Toilet preparations	.....	107	97	.....	97
Vegetable oil mills	.....	299	274	.....	274
Primary plastics	.....	1,441	1,633	.....	1,633
Miscellaneous chemical and allied products	707	3,098	3,582	.....	3,582
Miscellaneous Manufacturing Industries	*3,223*	*5,841*	*6,479*	.....	*6,479*
Brooms, brushes and mops	481	237	252	.....	252
Fabricated plastic products	298	379	437	.....	437
Musical instruments	137	422	462	.....	462
Pens, pencils and typewriter supplies	512	270	597	.....	597
Professional and scientific instruments and equipment	774	1,450	1,637	.....	1,637
Sporting goods and toys	.....	669	559	.....	559
Miscellaneous industries, n.e.c.	1,021	2,414	2,535	.....	2,535
Construction (e)	**97,215**	**176,016**	**97,922**	**(e)98,367**	**(e)192,250**
Transportation	**210,148**	**262,877**	**260,976**	**8,406**	**263,062**
Air Transport and Airports	2,590	5,883	6,276	.....	6,276
Bus and Coach Transportation—interurban	2,418	3,425	3,816	.....	3,816
Steam Railways (including express and telegraph service)	143,330	184,083	183,596	.....	183,596
Urban and Suburban Transportation Systems	20,149	21,490	20,934	.....	20,934
Taxicab	992	1,296	1,683	.....	1,683
Truck Transportation	2,563	11,640	11,285	3,813	12,498
Water Transportation	21,887	13,384	13,895	.....	13,895
Services Incidental to Water Transportation	16,154	21,111	18,889	4,593	19,762
Services Incidental to Transportation	.....	156	159	.....	159
Other Transportation	65	409	443	.....	443
Storage	**1,837**	**3,501**	**4,765**	.....	**4,765**
Grain Elevators	1,718	2,666	3,672	.....	3,672
Storage and Warehouse	119	835	1,093	.....	1,093
Communication	**20,564**	**39,875**	**42,462**	.....	**42,462**
Radio Broadcasting	70	550	1,194	.....	1,194
Telephone	20,348	38,963	40,862	.....	40,862
Other Communication Services	146	362	406	.....	406
Public Utility Operation	**15,814**	**27,443**	**28,328**	.....	**28,328**
Electric Light and Power	13,837	25,100	26,096	.....	26,096
Gas Manufacturing and Distribution	1,917	2,303	2,168	.....	2,168

TABLE V.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1952 and 1953 BY INDUSTRY (Concluded)

Industry group	1946	1952	1953		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Public Utility Operation (Con)—					
Water and Sanitary Services	(f)	(f)	(f) 5		(f) 5
Other Public Utilities	60	40	59		59
Trade	**21,684**	**49,746**	**45,186**	**12,772**	**54,441**
Wholesale	4,637	18,660	17,769	2,108	19,204
Retail	(d)17,047	(d)31,086	27,417	(d)10,664	(d)35,237
Finance, Insurance and Real Estate	(g)**106**	(g)**1,095**	**1,474**	(g)	(g)**1,474**
Finance	(g)	(g)		(g)	(g)
Insurance		492	468		468
Real Estate	106	603	1,006		1,006
Service	**48,386**	**101,547**	**100,146**	**10,692**	**109,687**
Community or Public	*6,115*	*27,591*	*28,180*	*6,383*	*33,412*
Education	196	7,511	8,949		8,949
Health	5,919	19,842	18,863	6,383	24,095
Religion			15		15
Welfare institutions			25		25
Community or public service, n.e.c.		238	328		328
Government Service	*26,067*	*48,796*	*48,400*		*48,400*
Dominion Government		16	8		8
Municipal or other local government	22,367	44,780	44,892		44,892
Provincial Government	3,700	4,000	3,500		3,500
Other government service, n.e.c.					
Recreation Service	*280*	*1,067*	*1,407*		*1,407*
Theatres and theatrical services	280	1,044	1,106		1,106
Other recreational services		23	301		301
Business Service	*60*	*1,877*	*2,452*		*2,452*
Personal Service	*15,864*	*22,216*	*19,707*	*4,309*	*24,016*
Barbering and hairdressing	4,866	4,412	775	3,829	4,604
Dyeing, cleaning, pressing	106	778	824		824
Photography		16	15		15
Hotels and lodging houses	9,739	13,106	14,122	244	14,366
Laundries	794	1,744	2,251		2,251
Restaurants, cafes, taverns	126	1,620	1,389		1,389
Undertaking	233	252	17	236	253
Other personal service		288	314		314

(a) Revised.

(b) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(c) The agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations in the province of Quebec included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(f) Water supply covered under "Service-Municipal".

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

Labour Legislation in Quebec, 1954-55

Workmen's Compensation Act amended: benefits substantially increased in death cases, ceiling raised on earnings taken into account in computing compensation. Provision made for allowances to the disabled

The Quebec Legislature met November 17 and prorogued on February 22. An amendment to the Workmen's Compensation Act was the only labour Act passed at this session. Benefits to dependants of workmen killed in the course of their employment were increased and the maximum yearly earnings taken into account in computing compensation were raised. Legislation was enacted to enable the Government of Quebec to enter into an agreement with the Government of Canada for the payment of allowances to disabled persons. Amendments were also made to the province's housing legislation.

At this session, an industrial relations committee of the Legislative Assembly, composed of twelve members, was established to study labour Bills.

Workmen's Compensation

The Workmen's Compensation Act was amended to increase the maximum amount of wages on which compensation for disability may be based and to increase the benefits payable in death cases.

From January 1, 1955, the maximum yearly earnings on which compensation may be calculated were raised from $3,000 to $4,000. This amendment brings the Quebec Act into line with those of Ontario, Saskatchewan and British Columbia. No change was made in the rate of compensation, which since 1952 has been 70 per cent of annual earnings.

In death cases, the amount of compensation payable to the widow was raised from $45 to $55 a month. In addition, the special immediate lump sum payment to the widow was increased from $100 to $200. This is the same amount as that payable in Ontario. In the other provinces $100 is paid. The compensation payable in respect of each child under 18 years was increased from $10 to $20 a month. An orphan child will now be granted an allowance of $30 a month instead of $15.

As previously, the total monthly compensation to the widow and children in case of death, exclusive of the burial expenses, may not exceed 70 per cent of the workman's average earnings subject to the provision that compensation may not fall below a specified minimum monthly amount. The minimum was increased where the dependants are a widow or invalid widower and one child from $55 to $75, and where they are a widow or invalid widower and two or more children from $65 to $95 a month.

The increases in benefits to widows and children became effective from January 1, 1955, and apply in respect of all compensation payments, whether or not the accident happened before or after that date.

The maximum amount allowed for burial expenses was increased from $175 to $200, the amount payable in six other provinces.

When work is done partly in Quebec and partly in another province, the Act authorizes an agreement between the Workmen's Compensation Commission and the Workmen's Compensation Board of the other province in order to reimburse that province for sums paid as compensation, medical aid or for rehabilitation, up to the amounts which the Commission would have paid under the Quebec Act. It also provides for the fixing and adjustment of equitable assessments on employers in such circumstances.

An amendment with respect to the composition of the Workmen's Compensation Commission requires the Lieutenant-Governor in Council to appoint the president and vice-president from among the district judges. The amendment further provides that the present president may continue in this position and that he may be appointed district judge.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Housing

Further amendments were made to two of the Acts passed in 1948 to improve housing conditions in the province. The powers granted to municipal corporations to enable them to contribute to the solution of the housing shortage were extended from June 1, 1955, to June 1, 1958. The powers granted by the 1948 Act included authority to cede land at $1 per unit to co-operative building societies or to individuals building their own homes and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years.

A further sum of $10,000,000 was added to the amount which the Government is authorized to appropriate for the purpose of bearing interest charges on loans for the construction of homes. This increase brings the total amount which has been authorized to date for this purpose to $65,000,000. The Act was extended from June 1, 1955, to June 1, 1958.

Pensions for the Disabled

An Act respecting assistance to disabled persons was passed to enable the provincial Government to enter into an agreement with the federal Government for the payment of financial assistance to needy persons between 18 and 65 years of age who are totally and permanently disabled. The provincial Act is complementary to the federal Disabled Persons Act passed at the 1954 session of Parliament (L.G., Sept. 1954, p. 1295) to provide for federal-provincial agreements under which the federal Government will pay to the provinces one-half of the cost of pensions of not more than $40 a month. Nine provinces have now passed the necessary legislation and the tenth, Prince Edward Island, is expected to pass a similar Act at the present session.

The provincial Act provides for the administration of the plan in the province by the Quebec Social Allowances Commission. Details regarding the administration of the plan are to be prescribed by regulations.

Legal Decision Affecting Labour

Nova Scotia Supreme Court holds Labour Relations Board acted within its jurisdiction in defining a unit different from that applied for

On August 3, 1954, the Nova Scotia Supreme Court, dismissing an employer's application to quash a certification order, held that the Labour Relations Board did not exceed its jurisdiction in making extensive alterations in the bargaining unit applied for without notifying the employer.

Chief Justice Ilsley gave the Court's reasons for decision. The application under consideration was for an order to quash the certification of a local of the International Union of Operating Engineers as bargaining agent for certain employees of a contracting company. The union had applied on March 11, 1954, for certification on behalf of a plant unit consisting of all employees except foremen and office and supervisory personnel. The employer submitted a list of the employees as of March 12 and filed a written submission with the Board dated March 31. On April 7, the Board issued an order certifying the union in respect of employees engaged in the operation or maintenance of specialist or technical construction machinery or equipment. The employer applied by *certiorari* to have this order quashed.

In the review of the case, it was pointed out that on August 26, 1953, the union had applied for certification on behalf of a unit of employees very similar to the unit described in the certification order of April 7. This earlier application had been dismissed by the Board on September 29, 1953, on the grounds that the union did not represent a majority of the employees in the unit. In December 1953 the Board reconsidered the case, holding a public hearing at which representatives of the company presented evidence and argued against certification. On December 17 the Board reaffirmed its earlier decision on the grounds that the union lacked a majority and also that the proposed bargaining unit did not consist of a craft or group exercising technical skills by which it was distinguishable from the employees of the company as a whole.

The Chief Justice considered first the company's argument that the Board in issuing its certification order of April 7, 1954, acted without jurisdiction because at the date of the application the company

was not employing a sufficient number of persons eligible under the union's constitution to constitute a majority of the employees in the bargaining unit applied for. Of the 51 employees on the company's payroll on March 12, the union applied to include from 40 to 43 in the bargaining unit and claimed to have 28 of these as members. The company contended that because of the nature of the duties performed by them a majority of the 40 to 43 employees were not eligible for membership in the union under its constitution.

His Lordship stated that it was not apparent from the material before the Court that a majority of the employees in the unit described in the application could not possibly have been members in good standing. Evidence before the Court indicated that, judging by the regular employment of the employees, 23 to 28 could have belonged under the union's constitution. Even if the duties being performed on March 12 were to be regarded as the test of eligibility, it seemed likely that the Board might have considered 21 to 23 of the employees to be eligible. In any case, their eligibility was for the Board to decide, not for the Court. He stated further that even if some employees were not eligible he knew of no authority for the proposition that the Board went beyond its jurisdiction if it included in a unit to be represented by a union employees not eligible to be members of the union. The merits of such an action might be open to question, but it was within the jurisdiction of the Board.

The company argued further that the Board lacked jurisdiction to certify because the application had been made in respect of a plant not in operation, merely a skeleton plant, so that the company could not be considered an employer nor the establishment a plant within the meaning of those words as used in the Trade Union Act. At the time the application was made there were only 51 employees whereas in August 1953, a normal working period, there were 210 employees, of whom more than half were clearly not eligible for membership in the union. It appeared, therefore, that the union had deliberately selected as the time for application a time when there was only a skeleton staff because a majority of the skeleton staff were members of the union.

The fact that the union selected a date for application when, because of the nature of the company's work, employment was abnormally light was held not to affect the Board's jurisdiction. Whether or not to dismiss the application under those circumstances was a matter within its discretion to decide and therefore could not be interfered with on a *certiorari* application.

The Chief Justice then dealt with the company's argument that the unit described in the Board's order was not appropriate because, although the union was a craft union, the employees in the proposed unit did not all or even mainly belong to a group exercising technical skills. Counsel for the company also argued that the employees did not have "community of interest" as required by the Act. His Lordship considered this argument invalid because it had not been shown that there was no evidence whatever before the Board on which it could find some community of interest. Furthermore, the Act stipulates that when any question arises as to whether a group of employees is a unit appropriate for collective bargaining the Board's decision on the question is final, although it may reconsider. Under the Act, the Board may find an "employer unit, technical unit, plant unit, or any other unit" to be appropriate for collective bargaining.

A further argument was that the description of the unit in the Board's order was vague and ambiguous and that it was impossible to tell exactly what employees were included. The Court was of the opinion that if, as the employer claimed, the description was not capable of practical application in his business, it was ground for an application to the Board for reconsideration, but not ground for quashing on *certiorari*.

The Chief Justice then turned to the question of whether the Board had jurisdiction to grant certification on behalf of a unit different from the unit applied for. Counsel for the company argued that while the Board had power to exclude employees from the unit in respect of which application was made, it had no power on that application to certify the applicant as the bargaining agent of an essentially different unit. The number of employees excluded from the unit applied for would be very large in a normal working season. While the Chief Justice was inclined to agree with counsel for the company that the extent of the exclusion should be viewed in the light of conditions in a normal working season, he knew of no principle on which a Court could limit the dimensions of the exclusion a Board can make. What the Board apparently tried to do was to exclude from the unit described in the application employees who could not be eligible to belong to the union under its

constitution. It may also have considered that the unit described in the certification order had more community of interest than the employees described in the application. A decision based on either of these principles for exclusion would appear to be within its jurisdiction.

The employer pointed out that the requirement contained in regulations under the Act for posting an application for certification on the employer's premises gave employees the opportunity to intervene and object. In this case, since the employees had had no opportunity to object to the unit as described in the Board's order, the Board had exceeded its jurisdiction.

Chief Justice Ilsley considered that this argument would mean that no exclusions could ever be made without a new application. He rejected the argument because the Act clearly permits inclusions and exclusions to be made on the original application.

Counsel for the employer submitted that even if the Board had jurisdiction to make the exclusions, the Board abused, lost, declined or exceeded its jurisdiction when it made the exclusions without notifying the employer. The company did not receive notice of any meeting of the Board in connection with the application or of any evidence being considered by the Board other than the application itself, the list of employees and the company's written submission nor did it receive notice that any consideration was being given by the Board in respect of any bargaining unit other than that described in the application. The employer contended that the Board's procedure was contrary to natural justice.

His Lordship stated that the company had at one time or another in August, September, November and December of 1953 furnished the Board with a list of its employees and with the nature of their employment in a normal working period (as of August 27, 1953) and had been given the opportunity to argue the case against certification, both in writing and orally and to present evidence at a public hearing. Taking into consideration all the material before the Board in connection with the earlier application of August 23, 1953, as well as the application in issue, the Chief Justice held that since substantially all the relevant evidence appeared to be before the Board and since the statute, having given the Board power to make exclusions without attaching any conditions as to notice, gave the employer the right to apply for reconsideration if he objected to the certification, there was no abuse of jurisdiction. Regardless of what court procedure would be in such a case, the Chief Justice emphasized that a tribunal such as a Labour Relations Board need not conduct an inquiry as though it were a trial, but was entitled to some latitude.

The Court accordingly dismissed the company's application to quash the certification order. *Re Labour Relations Board (Nova Scotia) International Union of Operating Engineers, Local No. 72* v. *Municipal Spraying & Contracting Ltd.* [1955] 1 DLR 353.

Recent Regulations under Provincial Legislation

New safety rules for powder-actuated tools issued in British Columbia; special minimum wage order for beauty parlor employees in Nova Scotia

In British Columbia, accident prevention regulations for explosive-actuated tools have been issued by the Workmen's Compensation Board.

The British Columbia Gas Act and regulations under it, administered by the Department of Public Works, require persons engaged in the installation or repair of house piping or appliances to be licensed gas-fitters. To obtain a licence a candidate must have four years' experience and must pass tests establishing his competence.

A special minimum wage order was issued for women employed in beauty parlours in Nova Scotia. The rate for an experienced employee is the same as the rate set in the general order for women but special provisions are made for the learning period.

The workmen's compensation regulations in Nova Scotia were revised to conform with changes in the coverage of the Act.

In Ontario, the responsibilities of a school attendance officer in investigating applications for employment permits for

children under 16 years of age are set out in regulations under the education Acts revised in 1954.

British Columbia Gas Act

The regulations governing gas-fitters, contractors and dealers which were approved by O.C. 1853 of August 11, 1954, were amended by O.C. 2816 of December 13, gazetted December 23. The amending regulations limit the period during which a provisional licence is valid and make provision for the issuing of provisional licences to persons engaged in a specialized type of gas-fitting. These regulations are issued under authority of the Gas Act (L.G., Dec. 1954, p. 1744), which was proclaimed in force August 11.

The main regulations, gazetted August 19, forbid anyone to do the work of a gas-fitter unless he holds a valid unexpired gas-fitter's licence. This licence must be produced at the request of an inspector. An apprentice or assistant may not help the gas-fitter except under his continuous supervision.

Licences are issued by the Chief Engineer-Surveyor, an officer of the Department of Public Works, on the recommendation of the Advisory Board established under the Act. Testimonials certifying to the applicant's knowledge and experience must accompany an application for a licence. Four years' practical experience is required, inclusive of apprenticeship service as a gas-fitter, plumber or pipe-fitter. Credit in terms of qualifying experience may be granted by the Board for a certificate issued by another government authority.

The examination for a gas-fitter's licence is written, practical and oral. The fee is $10. In cases of failure, it is left to the examiner to set the date of re-examination, the fee for which is $2.50.

All licences other than provisional or temporary ones or those issued on or after October 15 expire on December 31 of the year of issue. The fee for renewal is $2. If the licence is not renewed by February 1, a fee of $4 must be paid. The fee is further increased by $2 for each additional year the licence remains unrenewed until cancelled. A licence which is not renewed for three consecutive years will be cancelled, after which an examination will be required for a new licence.

Provisional licences, which are limited to the period and area mentioned in the licence, may be issued without examination at the discretion of the Chief Engineer-Surveyor in case of emergency or to a person who is awaiting the next examination date or who failed an examination by a narrow margin. The amendment to the regulations provides that such licences may now be issued to persons engaged in a specialized type of gas-fitting, and also specifies that a provisional licence may not be valid for a period longer than 12 months.

Provisional licences may also be issued to applicants who have not served an apprenticeship but have at least four years' experience as gas-fitters, plumbers or pipe-fitters. In this case, the applicant may be subjected to an oral, practical or written examination, or any combination of these. On passing the examination, he may be issued a provisional licence until he is considered eligible to write off the examination for a gas-fitter's licence.

Provision was made in the main regulations for the issuing of licences to inspectors without examination or fee so long as they remain inspectors.

For a period of 90 days after the regulations came into effect, a person who had been working regularly as a gas-fitter or plumber for five years could apply for a temporary licence valid only until the holder was called for examination by the Board, but in no case valid for more than 90 days without renewal.

Licences may be endorsed, cancelled or suspended if improperly granted or used and in various other circumstances such as poor workmanship and laxity in complying with regulations governing the work.

British Columbia Workmen's Compensation Act

New accident prevention regulations governing the use of explosive-actuated tools were issued in British Columbia. They are the first regulations issued in Canada to deal with the hazards connected with the use of explosive-actuated tools. These tools are powered by the force of an exploding powder charge which is capable of driving studs, punches or rivets into concrete, steel and other materials. No drilling or supplementary power is needed.

Uses for the tools are found in the construction industry, shipbuilding and in various other types of work. For example, they may be used for fastening steel window and door frames or electrical fixtures to concrete, masonry or steel; for hanging accoustical ceilings or walls; and for mounting or anchoring machinery.

A foreword to the regulations, which were issued by the Workmen's Compensation Board after two public hearings, stresses that the rules cannot completely cover all the hazards associated with such equipment but that they do serve to reveal some

of the more obvious dangers and are valuable for the development of prudence and forethought. The foreword emphasizes that explosive-actuated tools should be handled with the same care and attention as firearms and with due consideration of the dangers associated with the forceful shattering of masonry and similar material, the harmful results of using excessive charges, and the risk of the projectile ricocheting.

To reduce the hazards indicated in the foreword, the Board has specified safety features which must be included in the design, and has laid down rules for the care of the tools in use and in storage. The operator is required to have adequate knowledge of the tool and to observe certain safe procedures in respect to inspection, loading and firing. A penalty of up to $300 is set for contravention of any provision.

Any employer affected by the regulations must become familiar with them and enforce them. He is placed under an obligation to make certain that the regulations are complied with by supervisors and workmen associated with the handling and use of such tools.

No person may operate or be permitted to operate an explosive-actuated tool until he has been thoroughly trained in its use, has demonstrated that he can use it effectively and safely under all conditions in which it will be used, is familiar with the regulations and has been authorized by a competent supervisor to use the tool.

Every explosive-actuated tool must be designed in such a way that it will not fire if the discharge end of the tool is not in firm contact with the surface being worked and if the angle of inclination of the tool from the surface is more than 15 degrees from a right angle. Other requirements in design are a manually operated safety device which will prevent inadvertent firing of the charge and a shield, guard or other device to confine flying particles and restrain materials that might ricochet. The protective shield is to be used in a central position on the tool whenever possible and care must be taken to return it to that position if it has been shifted for more convenient access to corners or walls. The shield may be retractable for work in recesses or boxes, but must be so designed that it will automatically return to its normal operating position when brought into the open again.

Every tool must be maintained in a safe working condition and must be inspected thoroughly each day before using it. Defective or unsafe tools must be removed from service.

Suitable eye-protective devices must be worn by tool operators, helpers and other workmen in the immediate vicinity.

Various provisions prohibit the use of the tools in particularly hazardous circumstances. For example, the tools must not be used where flammable or explosive gases are present. If they are used in confined spaces, ventilation must be provided to limit the contamination of the air to a recognized safe concentration.

Projectiles must not be discharged so close to corners or edges as to cause the material to break off or where the guard or shield would not be effective. The regulations also prohibit the firing of projectiles into material of unknown resistance to penetration or into any material through which the projectile may pass completely unless precautions are taken to ensure that no one will be in the path of the projectile. The tools must not be used on any unusually hard or brittle surface such as glazed brick or tile, glass, cast iron, terra cotta, marble, granite or slate. Steel surfaces must be tested to determine if the steel is harder than the projectile being used. The hardness is to be tested by using a hand hammer to drive the point of the projectile into the steel. If the point does not penetrate the surface, no attempt shall be made to use the tool on that surface.

Loading must be preceded by careful inspection to make sure that no foreign matter is in the breech and barrel. A tool should only be loaded immediately before use and should not be left unattended while loaded. If a misfire occurs, the tool must be held in the firing position for at least 15 seconds. Until the cartridge has been ejected, the tool must be pointed in a direction where injury will not be caused in the event of an explosion.

When not in use, the tools and the explosive charges for them are to be kept in a safe storage place where they will be inaccessible to persons not authorized to handle them. Neither the tools nor the ammunition should be left unattended unless they are in a locked case or other safe place of storage.

Anyone knowing that a tool is being improperly used must report the fact and circumstances to the Workmen's Compensation Board.

The regulations, gazetted February 3, became effective February 1.

Nova Scotia Women's Minimum Wage Act

A new minimum wage order applicable to women employed in beauty parlours has been issued in Nova Scotia. The minimum rates for experienced employees are the same as those required by the general order applicable to all women workers but the rates set for beauty operator students are lower than those for learners under the general order and the learning period is longer. Employers and employees in the beauty culture trade are now excluded from the general order.

For experienced employees the minimum weekly wage is $16.80 in Zone I, $15.80 in Zone II and $14.80 in Zone III. The rates and the zones are the same as those established by the general order (L.G., 1951, p. 1392). Lower rates apply to employees who are receiving instruction and training in hairdressing, permanent waving, manicuring and similar occupations and whose total period of instruction with one or more employers or in one or more schools has not exceeded 18 months. No minimum wage is set for the first six months of their training. For the second six months the minimum weekly wage is $12 in Zone I, $11 in Zone II and $10 in Zone III and for the third six months $14 in Zone I, $13 in Zone II and $12 in Zone III. Under the general minimum wage order the minimum rate for learners in each zone is $2 less than the rate for experienced workers for the first three months and $1 less than for the second three months.

Not more than 25 per cent of the female employees in any beauty parlour may be students except that if there are seven or fewer female employees in any establishment two students may be employed.

The wages fixed are for a maximum of 48 hours a week or for the normal number of weekly hours in the establishment if they are less than 48. Overtime at the rate of time and one-half must be paid for time worked in excess of these hours to employees whose weekly wage is the minimum wage. Part-time workers must be paid at an hourly rate to be determined by dividing the weekly minimum wage by the number of weekly hours. No deduction from wages for lost time which brings the wages below the minimum may exceed the value of the time lost determined according to the part-time rates.

The minimum wage is the same for handicapped workers unless a lower payment in a specific case has been approved by the Minimum Wage Board after written application by the employer.

No deductions from the minimum rates may be made for time not worked because of statutory holidays. If an employer requires a uniform to be worn, he is required to supply it without cost to the employee. Wages must be paid weekly in cash.

The order was made November 24, approved by Order in Council January 25 and gazetted March 2.

Nova Scotia Workmen's Compensation Act

Regulations made by the Workmen's Compensation Board on January 6 under the Workmen's Compensation Act of Nova Scotia were gazetted February 2, 1955, replacing regulations made in 1938.

These regulations, which came into effect February 1, are mainly concerned with coverage. Industries to which Part I (the collective liability system) applies, and also certain classes of employees who are exempted, are listed in the Act. However, the Board is given authority to exclude any industry or to bring any industry within the scope of Part I by regulation. When the Act was revised in 1954, some industries formerly excluded, mainly hotels and restaurants and retail and wholesale stores, were brought under Part I effective January 1, 1955 (L.G., Dec. 1954, p. 1745). The new regulations are in line with these changes.

As before, every industry is excluded if fewer than five workmen are employed. So also are most of the industries excluded under the former regulations, mainly shipping; stevedoring; the operation of cabs and buses; aviation and aerial transportation; education, hospital, surgical, medical, veterinary and dental work; barber shops and shoe shine establishments.

The business of a professional engineer is now also excluded. Taverns are excluded although, as mentioned above, hotels and restaurants are now included in the list of covered industries in the Act. Actors and entertainers performing at a broadcasting station are excluded, but in respect of other employees broadcasting stations are covered. Travelling salesmen, when they are the only workmen employed in an industry, are excluded. While aerial transportation is still excluded, the provision that persons who are employed by an employer within the scope of Part I are excluded while being transported by aeroplane has been dropped from the new regulations.

An industry or workman excluded by regulation ceases to be excluded if the Board authorizes an assessment to be made with respect to the industry or workman.

The Board has authority to fix the minimum annual assessment in any industry, and has raised the amount from $2 to $5.

The regulations also require an employer to keep an adequate first aid kit on his premises. The contents of a kit suitable for an establishment in which more than 15 people are employed are set out in detail. The Board may direct a variation in the first aid requirements where deemed necessary.

Ontario Department of Education Act

Regulations were made under the new Department of Education Act by O.Reg. 9/55 on January 10, filed January 26, and gazetted February 5.

Among other administrative matters, these regulations deal with the responsibilities of school attendance officers in issuing home permits or employment certificates to children of school age.

The Schools Administration Act (L.G., 1954, p. 1151) provides that, with some exceptions, school attendance is compulsory to the end of the last school day in June in the year in which a child reaches the age of 16, unless he has obtained a secondary school graduation diploma or equivalent standing. The Act makes it an offence for a person to employ a child of compulsory school age during school hours without an employment certificate. Parents may not keep a child out of school for home duties without a home permit, except on farms in the case of children over 14 years of age. All school boards are required to appoint attendance officers, and provision is made in the Act for the appointment of a provincial attendance officer to superintend the enforcement of compulsory school attendance.

The new regulations require that a boy or girl seeking a home permit obtain an application form, have his parent or guardian complete it, and submit the application in person, with evidence of age, to his school attendance officer. In applying for a home permit or an employment certificate, the parent must state the nature of the occupation in which the child will be engaged in the home, and the reasons for making the application. The school attendance officer must then investigate the home conditions of the applicant before issuing a permit. If the applicant is under 14 years, absence from school may not be authorized for more than six weeks in a school term. The attendance officer must deliver the permit to the child's parent or guardian and promptly notify the school principal concerned.

An applicant seeking an employment permit is required to follow the procedure described above, and present, as well, a promise of employment in the prescribed form signed by his prospective employer. The form completed by the employer must state the nature of the employment offered, the wages to be paid and the hours to be worked per day. The attendance officer has the responsibility of investigating the situation in the home and the conditions of the employment available before issuing a permit. The permit, when granted, is given to the employer.

These regulations revoke regulations 1 and 355 of the Consolidated Regulations of Ontario 1950, and O.Regs. 271/51 and 272/51 under which a substantially similar system of issuing permits was in effect.

Ontario Disabled Persons' Allowances Act

The regulations regarding disabled persons' allowances were amended by O.Reg. 8/55, made January 6 and gazetted February 5, with respect to the allowable income of a person otherwise eligible for assistance. In line with regulations under the federal Disabled Persons Act (L.G., Feb., p. 184), the allowable combined income of a married person and his spouse is now set at $1,200 a year. This was the amount set in the Ontario regulations issued in 1952, but it was raised to $1,440 by an amendment made in November of that year. A new provision is added which sets $1,320 as the allowable combined income of a disabled person living with a blind spouse.

Saskatchewan Hours of Work Act

Three hours of work orders in Saskatchewan which would have expired on January 31 (L.G., Feb., p. 190) were renewed until April 30 by O.C. 263/55 of February 1, gazetted February 11.

The orders (L.G., 1953, p. 1192) permit a 48-hour week after which overtime must be paid rather than the standard 44-hour week for certain employees.

Employees affected by the orders are shop and office employees in 83 listed towns and villages with between 300 and 500 inhabitants and, in 140 towns and villages with a population of more than 300 (excluding cities), employees in establishments other than shops, offices and factories.

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims in January almost the same as in December and only slightly higher than in January 1954, statistics* show. Claimants on live register increased to 543,366 by month's end

The volume of initial and renewal claims for unemployment insurance benefit in January was practically unchanged from that of the previous month and only slightly higher than the January 1954 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 309,999 claims were filed in local offices across Canada, compared with 310,490 in December and 292,623 in January 1954.

Ordinary and supplementary benefit claimants for whom an unemployment register was located in the live file on January 31 numbered 543,366 (447,020 males and 96,346 females), in comparison with 431,770 (353,037 males and 78,733 females) on December 31 and 494,831 (411,829 males and 83,002 females) on January 31, 1954. An increase in the number of male claimants accounted for most of the increase shown for January over December. On January 31, 1955, the number of short-time and temporary lay-off claimants numbered 38,299 and 5,103, respectively. The increase in the number of short-time and temporary lay-off claimants in Nova Scotia was due to reduced working schedules in the mines.

During January, adjudicating officers disposed of 324,973 initial and renewal claims, of which 223,969 or 69 per cent were "entitled to benefit". A total of 88,831 claimants failed to fulfil the minimum contribution requirements, while disqualifications were imposed in 19,726 cases (including 7,553 on revised and supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 4,976 cases; "not unemployed", 4,789 cases; and "not capable of and not available for work", 2,821 cases.

New beneficiaries during January totalled 206,327, compared with 164,660 in December and 197,702 in January 1954.

See Tables E-1 to E-5 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the month, a total of $26,149,803 was paid in compensation for 8,219,567 days (including 80,629 disability days), in comparison with $19,428,206 and 6,190,206 days (including 80,581 disability days) during December and $23,947,213 and 7,563,898 days (including 58,749 disability days) during January 1954.

An estimated number of 387,924 beneficiaries received $6,877,496 in respect of 2,147,424 days (of which 21,853 were disability days) during the week January 29-February 4, as against an estimated 271,707 beneficiaries who received $4,781,254 in respect of 1,497,635 days (of which 17,297 were disability days) during the week December 25-31, 1954. For the week January 23-29, 1954, the amount of $6,522,868 was paid to an estimated 351,173 beneficiaries in respect of 2,058,733 days (of which 15,725 were disability days).

The average daily rate of benefit was $3.20 for the week January 29-February 4, compared with $3.19 for the week December 25-31. For the corresponding week last year, the average daily rate of benefit was $3.17.

Supplementary Benefit

Supplementary benefit is payable to certain claimants unable to qualify for regular benefit because of insufficient contributions while in insurable employment. During the period December 1 to April 8, any claim failing to meet the contribution requirements is automatically considered under the

supplementary benefit provisions, subject to fulfilment of any one of the following three conditions:—

(a) a regular benefit year terminated since March 31, 1954 (class 1);

(b) contributions for not less than 90 days since March 31, 1954 (class 2);

(c) attachment to an employment that became insurable within the 12 months preceding the date of claim provided that he worked in that and/or other insurable employment for not less than 90 days since March 31, 1954 (class 4). (There will be no claimants in class 4 during the current supplementary benefit period.)

Claimants must comply with all the provisions of the Unemployment Insurance Act and Regulations except the statutory conditions.

Two important revisions were effected in the basic provisions respecting the payment of supplementary benefit for the period January 1 to April 15, 1955. The terms of the Act, which received royal assent on January 13, 1955, provide for an increase in the rate of supplementary benefit and in the minimum duration authorized. Effective January 10, 1955, supplementary benefit is payable at the same rate as under the regular provisions of the Act; as of January 1, 1955, the minimum duration authorized is 60 days, or the number of days which will elapse between the date on which a claimant establishes the right to supplementary benefit and April 15, whichever is the less. Where the days authorized on the benefit year terminated since March 31, 1954, were more than 60, however, claimants in class 1 may draw benefit for a period equal to the number of days authorized on the benefit year terminated or the number of days which will elapse between the date entitlement is proved and April 15, whichever is the less.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards were issued to 4,536,859 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At January 31, employers registered numbered 267,680, an increase of 1,311 during the month.

Enforcement Statistics

During January, 3,592 investigations were conducted by district investigators across Canada. Of these, 2,244 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,348 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 116* cases, 30 against employers and 86 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 696.*

Unemployment Insurance Fund

Revenue received in January totalled $18,430,350.99, compared with $18,585,037.39 in December and $17,832,523.68 in January 1954. Benefit payments amounted to $28,361,595.23, compared with $19,412,071.55 in December and $26,142,104.17 in January 1954. The balance in the fund at January 31 was $886,711,147.56. At December 31, there was a balance of $896,642,391.80 and at January 31, 1954, of $913,872,013.09.

*These do not necessarily relate to the investigations conducted during this month.

Report of Board

(Continued from page 438)

that an Arbitration Board called upon to make recommendations with regard to what salaries should be paid is relieved of a great deal of responsibility.

I am therefore of the opinion that all hiring rates mentioned in the majority report should be increased by five dollars ($5). And also that a general increase of 15 per cent should be granted to all employees after the salary adjustment called for in the case of employees earning less than the salary suggested as a hiring rate has been made.

All of which is respectfully submitted.

(Sgd.) Philippe Vaillancourt,
Member.

Selected Decision of Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1121, January 25, 1955

Summary of the Facts: The claimant, whose usual occupation is that of a grocery sales clerk, filed an initial application for benefit on February 9, 1954.

On May 31, 1954, while on continuing claim, she accepted intermittent employment as a cake wrapper and bakery helper with ..... Limited in Nanaimo, B.C., at a wage of $10.13 a day and worked odd days as required, including July 1, 2, 5 and 7.

On July 8, 1954, a stoppage of work brought all normal operations of the bakery to a complete standstill. According to the submissions, a bargaining agreement was entered into on June 1, 1953 between ..... Limited of Nanaimo, B.C., and Vancouver, B.C., and the Confectionery Workers' International Union, Local 468 (AFL-TLC) which was to remain in force until May 31, 1954. During April 1954, the union began negotiating with the company for certain changes in the agreement. The dispute concerned a reduction of working hours and other fringe benefits, and among the classifications covered by the agreement were helpers and cake wrappers. As no settlement could be reached, the dispute was carried to a conciliation officer and then to a provincial conciliation board. The board's findings were not acceptable to either party. Subsequently, the union applied for a supervised strike vote and as a result of the vote the union called for strike action at the premises of the company in Vancouver on July 8, 1954. In view of the strike action at its Vancouver plant, the company at 12:00 noon on the same date locked out the employees at its Nanaimo plant.

The insurance officer was of the opinion that the claimant had lost her employment by reason of a stoppage of work due to a labour dispute at the premises at which she was employed and as she belonged to a grade or class of workers covered by the bargaining agreement and who were participating and directly interested in the dispute, he disqualified her, pursuant to Section 41 of the Act, for the duration of the stoppage of work.

On August 12, 1954, the claimant appealed to a court of referees on the grounds that she was not a member of the union involved in the labour dispute nor any other union; that she had no connection with the dispute whatsoever; that before the lockout occurred she had been negotiating for employment in a restaurant which was to open on August 13 and that she had no intention of returning to bakery work.

On August 24, 1954, the manager of the company wrote a letter to the local office of the Commission wherein he stated that the claimant was temporarily employed on a daily basis at the bakery, that she "would not have been working for (the company) after July 24, 1954, at the very latest" and that she had informed him that she expected to obtain employment with a restaurant in Nanaimo.

The case came before a court of referees on August 25, 1954, but was adjourned the same day as the court desired information as to the number of days the claimant had worked each week at the bakery and the days she had drawn benefit during the period she was intermittently employed there. The insurance officer reported as follows:

> According to statements made each week on her call days, during the period 31 May, 1954, to 7 July, 1954, the above-mentioned claimant worked on the following individual dates for ..... Bakery, Nanaimo, B.C.: 31 May, 1954, 3, 4, 7, 11, 14, 17, 18, 21, 22, 25, 28 and 29 June, 1954, and 1, 2, 5 and 7 July, 1954. Except for 8 June, 1954 when she was shown as being not available on UIC 485, Unemployment Register, claimant was paid benefit for all the remaining days in the period in question.

The court of referees was in complete disagreement with the application of the Act in regard to casual employees who found themselves involuntarily involved in a labour dispute. There was no indication that the claimant would have ever become a permanent employee of the bakery or would have benefited by the outcome of the dispute, and as the members of the court found no latitude under the Act to

implement their personal feelings in the matter they unanimously upheld the decision of the insurance officer.

The claimant appealed to the Umpire. In response to a request for information as to whether or not the claimant had become employed in other employment since her separation from ..... Bakery on July 7, 1954, the insurance officer stated that she had worked from August 12 to August 19, 1954, as a waitress in a cafe in Nanaimo and that on September 23, 1954, she commenced steady employment as a waitress in a hotel in the same city.

Conclusions: The complete stoppage of work which took place at the Nanaimo plant of the company on July 8, 1954, bore direct relationship to the dispute which had been in progress for some time between the said company and its employees, and as the dispute was connected with conditions of employment I consider that the stoppage of work was due to a labour dispute within the meaning of Section 2(1)(d) of the Act. The only question to be determined, therefore, is whether the claimant is subject to disqualification pursuant to Section 41 of the Act.

The claimant had been regularly employed by the same employer for two, three or four days each week since May 31, 1954, and there is no reason to believe that, but for the stoppage, she would not have continued to be so employed after July 7, 1954, and at least until July 24, 1954.

On the other hand, the claimant was employed as a helper and cake wrapper. As these classifications were among those covered by the bargaining agreement which was under discussion, she was directly interested in the labour dispute, inasmuch as her conditions of employment stood to be affected by the outcome of the dispute regardless of the fact that she did not belong to the interested union.

I consider, therefore, that the claimant was rightfully disqualified by the insurance officer pursuant to Section 41 of the Act as from July 8, 1954, date of the stoppage, but direct that the disqualification be lifted as of July 24, 1954, which was the date fixed by the employer for the termination of her contract of service with the company, or on the date on which the stoppage of work ceased, whichever date is the earlier. With this reservation, the claimant's appeal is dismissed.

I am fully aware that the construction which I have put on the words "...but this disqualification lasts only so long as the stoppage of work continues..." which appear in Section 41(1) of the Act, is not in accordance with the strict interpretation which my predecessor gave in one of his decisions, namely CU-B 152 (1946). I feel, however, that I should now give an interpretation which would be more in keeping with the general aims of social legislation and acknowledge the principle that a disqualification under that section should end on the date that the stoppage of work due to the labour dispute ceases to be in any way the effective cause of a claimant's unemployment.

71 Per Cent of Workers under N.Y. Pension Plans Pay No Contribution

The employer pays the entire contribution for 71 per cent of the 920,000 employees covered by 1,535 employer self-administered pension plans in New York State, according to 1952 data recently made public by the state's Insurance Department in *Whose Welfare? A Report on Union and Employer Welfare Plans in New York.*

The plans studied included unilateral plans as well as bilaterally negotiated plans, of which there are at least as many in the state, and multi-employer plans.

A study by the state's Department of Labor, which included pension plans regardless of the method of administration but excluded unilateral plans, reported that 87 per cent of the approximately one million employees covered by collectively-bargained pension plans in the state paid no contribution, as of January 1953.

A similar study of collectively-bargained pension plans by the United States Bureau of Labor Statistics as of early 1954 found that 85 per cent of covered persons in the country are under non-contributory plans. For negotiated health and life insurance plans, the figure is 62 per cent under non-contributory plans.

Total coverage of negotiated welfare plans in the United States is estimated at 11,290,000 union workers, an increase of more than 3·6 million since mid-1950. These figures exclude government and railroad workers, for whom special legislation exists.

55110—6

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 108 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 87 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	$ 28,000.00
Defence Production (January report)	252	4,430,746.00
Post Office	13	104,584.11
R.C.M.P.	1	1,600.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments made during February

During February the sum of $2,572.94 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 75 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

La Salle River Man: Earl Fossay & Richard Desilets, construction of Lewko dam; Paul Braun's Construction Co, construction of Hampson dam. *Near Pipestone Man:* Mid West & Engineering Co Ltd, construction of diversion channel with dykes from Pipestone Creek to Oak Lake.

Central Mortgage and Housing Corporation

Cornwallis N S: Eastern Woodworkers Ltd, construction of housing units & services. *Eastern Passage N S:* Lincoln Construction Co Ltd, site grading, drainage, construction of streets & water & sewer systems, HMCS "Shearwater". *Barriefield Ont:* H J McFarland Construction Ltd, construction of Stage II school. *Hagersville Ont:* Johnson Bros Co Ltd, construction of housing units. *Edmonton Alta:* North Western Utilities Ltd, *supply & installation of gas service lines; Burns & Dutton Concrete & Construction Co Ltd, construction of housing units. *Chilliwack B C:* Ed Johnston, landscaping of housing units.

Defence Construction (1951) Limited

Chatham N B: New Brunswick Wire Fence Co Ltd, construction of security & perimeter fencing. *Gagetown N B:* B Perini & Sons (Canada) Ltd, construction of various bldgs. *Bagotville Que:* Ovila Gauthier Ltee, strengthening of existing glulam trusses & end wall in drill & recreation hall. *Nicolet Que:* Royalmount Construction Ltd, riprapping of Longue Pointe causeway. *Valcartier Que:* C Jobin Ltee, construction of barrack block; Tellier & Groleau, construction of sergeants' quarters & officers' quarters. *Ville La Salle Que:* Canadian Pacific Railway Co, *construction of railway siding to bldgs. *London Ont:* John Hayman & Sons Co Ltd, construction of inflammable stores bldg. *Petawawa Ont:* Robertson-Yates Corp Ltd, construction of barrack blocks, mess & outside services; Robertson-Yates Corp Ltd, construction of garages & POL service station. *Toronto Ont:* Gardiner-Wighton Ltd, construction of extension to officers' mess bldg. *Winnipeg Man:* G F D Bond, construction of paved road & trunk sewer extension, Fort Osborne Barracks; Peter Leitch Construction Ltd, construction of officers' quarters & sergeants' quarters: Claydon Co Ltd, construction of barrack block, lecture training bldg & unit drill hall. *Edmonton Alta:* Bennett & White (Alberta) Ltd, construction of lecture training bldg, sergeants' quarters & officers' quarters; Alexander Construction Ltd, construction of unit drill hall, seeding, sidewalks & gravelling, Griesbach Barracks.

Building & Maintenance

Moncton N B: Canadian National Railways, *construction of railway spur, Berry Mills. *Renous N B:* Caldwell Construction Co Ltd, alterations to bldgs. *Montreal Que:* Metropole Electric Inc., rewiring & relighting of armoury. *Valcartier Que:* Magloire Cauchon Ltee, construction of extension to measurements bldg; A Deslauriers & Fils Ltee, repairing roof, addition of ceiling, modification & additions to heating & ventilating systems for warehouses. *Petawawa Ont:* Brant Construction Co Ltd, interior & exterior painting of various bldgs. *Picton Ont:* Quinte Roofing Ltd, repairs to hangar roofs; Warneke Decorating Co, exterior painting of 40 bldgs. *MacDonald Man:* Heath Construction Ltd, cubicling of bldgs, RCAF Station. *Moose Jaw Sask:* Totem Painting Co Ltd, interior painting of various hangars & leantos. *Cold Lake Alta:* McIntyre Aluminum Products Ltd, supply & installation of standard fly screens for various bldgs, RCAF Station.

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National Harbours Board

Montreal Harbour Que: Hewitt Equipment Ltd, conversion of locomotive cranes Nos 14 & 15 from steam to diesel. *Port Colborne Ont:* Sterling Electrical Co Ltd, electrical conversion of frequency sensitive equipment & driven equipment from 25 to 60 cycle power.

National Research Council

Ottawa Ont: M J Sulpher & Sons Ltd, construction of inflammable stores bldg.

Department of Northern Affairs and National Resources

Banff National Park Alta: E H Burnham & R M Burnham, construction of residences & garage.

Department of Public Works

Charlottetown P E I: Bruce Stewart & Co Ltd, *repairs to tug "Peel"; Bruce Stewart & Co Ltd, *renewals & repairs to dredge "PWD No 9". *Dayspring N S:* Mosher & Rawding Ltd, wharf extension. *Larry's River N S:* Chisholm Construction Co Ltd, breakwater repairs. *Liverpool N S:* Rodney Contractors Ltd, erection of public bldg. *Pictou N S:* Ferguson Industries Ltd, *construction of tug boat; Ferguson Industries Ltd, *construction of steel tug boats; Ferguson Industries Ltd, *repairs to dredge "PWD No 20"; Ferguson Industries, Ltd, *renewals & repairs to tug "Pugwash"; Ferguson Industries Ltd, *renewals & repairs to tug "Fredericton". *Little Pokemouche Gully N B:* J W & J Anderson Ltd, construction of wharf. *Sackville N B:* M F Schurman Co Ltd, construction of laboratory, Mount Allison University. *Grande Riviere Que:* Marcel Cauvier & J E Keays, training works reconstruction. *Lauzon Que:* Davie Shipbuilding Ltd, *repairs to tug "Bersimis". *Ste Anne de la Pocatiere Que:* M Louis Frenette, improvements to heating system, Science Service Laboratory. *Seven Islands Que:* H J O'Connell Ltd, water pipeline connection to Town of Seven Islands water system. *Arnprior Ont:* J D Sanderson Co, new roofing on No 2 hangar, Civil Defence College. *Cobalt Ont:* Hill-Clark-Francis Ltd, erection of public bldg. *London, Ont:* McKay-Cocker Construction Ltd, new coping & repairs to face masonry, Psychiatric Institute, Westminster Hospital. *Ottawa Ont:* Tessier Construction Ltd, construction of storage shed for FDC & addition to existing storage shed, Rideau Hall; Campbell Steel & Iron Works Ltd, repairs to boiler, Fuel Testing Plant, Booth Street; Bedard-Girard Ltd, alterations & installation of ventilation system, transformer room, Jackson Bldg; Ottawa Plumbing & Heating Ltd, piping changes, Rideau Hall; Otis Elevator Co Ltd, installation of mercury arc rectifier for elevators, Centre Block, Parliament Bldgs; Otis Elevator Co Ltd, mercury arc rectifiers for elevators, Daly Bldg; Edgar Dagenais, alterations to ground floor, Elgin Annex; Jos R Statham, alterations, etc, Jackson Bldg; Goldstein Bros, installation of electrical lights, etc, Bolo Drome; Murphy-Gamble Ltd, laying of linoleum, No 8 Temporary Bldg; A Lanctot Construction Co, postal accommodation, House of Commons; M Pharand Construction, alterations & electrical work, "B" Building. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, *construction steel tug hull. *Port Arthur Ont:* Claydon Co Ltd, alterations to public bldg. *St. Catharines Ont:* Tope Construction Co, construction of public bldg. *Toronto Ont:* Canadian Dredge & Dock Co Ltd, *dredging. *Fort Qu'Appelle Sask:* Freoschl & Heisler Ltd, construction of staff residence, Indian Hospital. *Castlegar B C:* Strange Construction Co Ltd, erection of public bldg. *Esquimalt B C:* Pacific Piledriving Co Ltd, dolphin construction. *Leanchoil B C:* Square M Construction Ltd, repair or replacement of two intermediate piers, Kicking Horse River bridge, Yoho National Park. *Mission City B C:* C J Oliver Ltd, alterations & additions to public bldg. *Vancouver B C:* Allied Builders Ltd, *construction of tug. *Victoria, B C:* Grinnell Co of Canada, Ltd, supply & installation of automatic sprinkler system, Hydrographic Warehouse; Otis Elevator Co Ltd, repairs to passenger elevators, Belmont Bldg.

Department of Transport

Goose Airport Labrador: Terminal Construction Co Ltd, construction of transmitter bldg, power house, etc. *Namao Alta:* Crown Paving Co Ltd, additional airport development. *Primrose Lake Alta:* Leonard Gregory, perimeter survey; Yellowhead Construction Co Ltd, perimeter survey; Sidney Harding, perimeter survey.

Strikes and Lockouts

Canada February 1955*

Time lost in industrial disputes resulting in work stoppages decreased sharply during February and was the lowest recorded since March 1954. Only four new stoppages, involving few workers, began during February.

More than three-quarters of the time lost in February was caused by two stoppages involving plumbing and heating equipment factory workers at Toronto, Ont., and linoleum factory workers at Montreal and Farnham, Que.

The question of increased wages and related issues was a factor in eight of the eleven stoppages in existence during February. Of the other disputes, two arose over union questions and one over causes affecting working conditions.

Preliminary figures for February 1955 show a total of 11 strikes and lockouts in existence, involving 2,587 workers, with a time loss of 20,055 man-days, compared with 16 strikes and lockouts in January 1955, with 11,106 workers involved and a loss of 218,145 days. In February 1954 there were 17 strikes and lockouts, 4,631 workers involved and a loss of 52,270 days.

For the first two months of 1955 preliminary figures show a total of 20 strikes and lockouts, involving 11,196 workers, with a time loss of 238,200 man-days. In the same period in 1954 there were 31 strikes and lockouts, 11,368 workers involved and a loss of 209,239 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in February 1955 was 0·02 per cent of the estimated working time; January 1955, 0·26 per cent; February 1954, 0·06 per cent; the first two months of 1955, 0·14 per cent; and the first two months of 1954, 0·13 per cent.

Of the 11 stoppages in existence during February three were settled in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month four stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in December 1954 was 130 and 21 were still in progress from the previous month, making a total of 151 during the month. In all stoppages of work in progress 33,500 workers were involved and a time loss of 82,000 days caused.

Of the 130 disputes leading to stoppages of work that began in December, seven, directly involving 1,200 workers, arose over demands for advances in wages, and 59, directly involving 8,500 workers, over other wage questions; six, directly involving 600 workers, over questions as to working hours; 11, directly involving 12,200 workers, over questions respecting the employment of particular classes or persons; 43, directly involving 2,200 workers, over other questions respecting working arrangements; two, directly involving 100 workers, over questions of trade union principle; and two, directly involving 800 workers, were in support of workers involved in other disputes.

*See Tables G-1 and G-2 at back of book.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for November 1954 reported a total of 389 industrial disputes resulting in work stoppages during the first quarter of 1954, involving 82,562 workers and a time loss of 139,849 working days; during the second quarter of 1954, 353 stoppages, 81,788 workers and a loss of 174,623 days; and for the third quarter of 1954, 447 stoppages, 123,041 workers and a loss of 247,976 days.

Prices and the Cost of Living*

Consumer Price Index, March 1, 1955

The consumer price index (1949=100) for Canada declined from 116·3 to 116·0 between February 1 and March 1. It was the fourth consecutive monthly decrease and brought the index to the lowest point in ten months.

The change was largely attributable to a decline in the food index, which moved from 111·5 to 110·7, the same level as a year ago. The change in the food index reflected a 10-cent decrease in coffee and slightly lower prices for all cuts of meat except veal, which outweighed increases for tea, eggs and potatoes.

Both clothing and household operation indexes decreased 0·1 points, the former moving from 108·1 to 108·0 and the latter from 117·1 to 117·0. Price changes within these groups were small and scattered.

The index of other commodities and services remained unchanged at 118·3. Counterbalancing changes were registered as lower prices for automobiles and batteries were offset by increases in tires, automobile maintenance, public transportation and newspapers.

The only group to advance was shelter, which changed from 128·5 to 128·6.

The index one year earlier (March 1, 1954) was 115·5. Group indexes on that date were: food 110·7, shelter 125·6, clothing 109·8, household operation 117·6 and other commodities and services 116·6.

City Consumer Price Indexes, February 1955

Changes in regional city consumer price indexes (1949=100) between January 3 and February 1 were small as indexes for three centres moved higher, two were unchanged and five moved down.

Lower food prices were general with the exception of small advances in St. John's and Montreal. Shelter indexes were slightly higher due to increases in rents in four centres; no changes occurred in the remaining six. Group indexes for clothing and household operation were unchanged at almost all centres, while other commodities and services advanced in four cities and remained unchanged in six. Higher hospital charges in Halifax, Saint John, Ottawa and Calgary were mainly responsible for the increases in the other commodities and services group.

Regional consumer price index point changes between January 3 and February 1 were as follows: Toronto —0·2 to 118·7; Winnipeg —0·1 to 115·4; Saskatoon-Regina —0·1 to 113·8; Edmonton-Calgary —0·1 to 114·5; Vancouver —0·1 to 118·3; Halifax +0·3 to 114·6; Saint John +0·2 to 117·6; St. John's +0·1 to 102·7.† Montreal and Ottawa remained unchanged at 117·1 and 117·0 respectively.

Wholesale Prices, February 1955

Canada's wholesale price index (1935-39=100) advanced 0·8 per cent in February to 217·4 from 215·7 in the preceding month. There were increases in all eight subgroups. Largest rise, 3·5 per cent, occurred in the non-ferrous metals group, which rose to 176·6 from 170·6 as a result of firmness in copper and its products, gold, tin and silver.

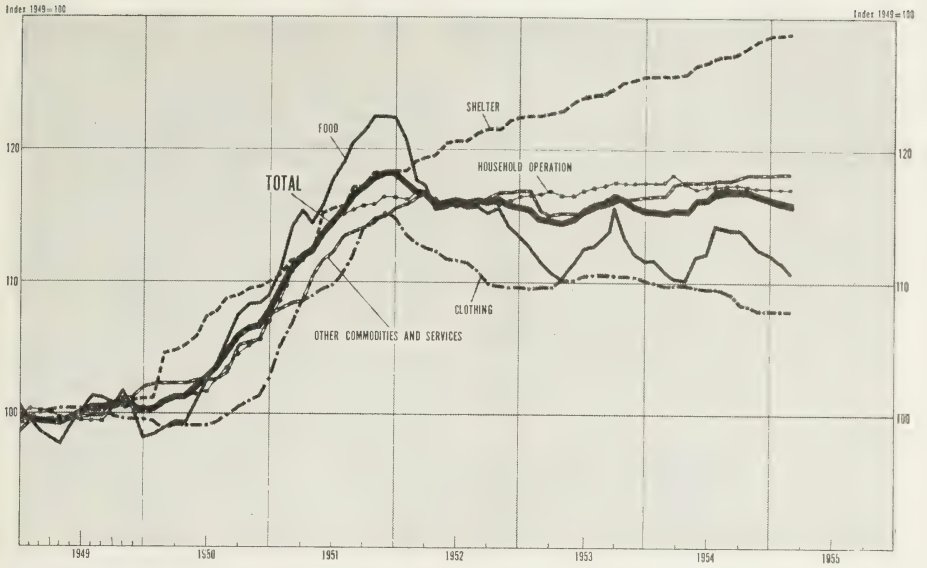
Fibres, textiles and textile products increased 0·9 per cent to 226·0 from 224·0. Wood, wood products and paper as a group advanced 0·8 per cent to 292·0 from 289·7, partly because of a higher rate for the United States dollar. This was reflected in increases in export prices of newsprint, wood pulp and cedar shingles. Firmer prices in the steel scrap and hardware subgroups moved iron and its products up to 216·0 from 214·5 for a gain of 0·7 per cent.

Vegetable products gained 0·5 per cent to 198·2 from 197·2, chemical products rose 0·3 per cent to 177·1 from 176·6, animal

See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



products advanced 0·1 per cent to 226·7 from 226·5, non-metallic minerals registered a gain of 0·1 per cent to 176·6 from 176·4.

Canadian farm product prices at terminal markets receded 0·2 per cent to 206·1 from 206·5 in January. Animal products dropped 1 per cent to 245·8 from 248·4 and field products rose 1·2 per cent to 166·4 from 164·5.

The residential building material price index moved up 0·2 per cent to 279·1 from 278·5. Non-residential building materials index advanced 0·2 per cent to 121·3 from 121·1.

U.S. Consumer Price Index

The United States consumer price index (1947-49=100) has been unchanged for three months. In December, January and February, at the middle of the month, it was 114·3, the Bureau of Labor Statistics has reported.

At 114·3, the index was 0·6 per cent below a year earlier and 12·3 per cent higher than the pre-Korean level of June 1950.

U.K. Index of Retail Prices, December 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour was still rising at the end of 1954. In mid-December it stood at 109·8 (Jan. 1952=100), up from 109·2 in mid-November.

At the beginning of the year it was 105·8. In February it dropped to 105·6 but since then, except for slight declines in May, August and September, rose steadily all year. Average index for the whole year was 107·7.

Per Capita Income in India Last Year Was $59.62

The per capita income in India in 1954 was Rs. 283.9 ($59.62) at current prices, Finance Minister C. D. Deshmukh said last month in the House of the People. At 1948-49 prices it was Rs. 251.7 ($55.97).

The per capita income in earlier years was as follows:—

Year	Current Prices	1948-49 Prices
1953.....	$56.16	$54.20
1952.....	$57.65	$52.90

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which, it was listed in the LABOUR GAZETTE.

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Quebec Industrialists Urge Controls over Freedom of Association, Right to Strike

In its annual brief to the Quebec Government the Professional Association of Industrialists *(PAI)* last month called for an investigation to determine whether the application of decrees to give juridical extension to collective agreements has yielded the results expected of it from the point of view of the common good.

The Association also suggested control over the freedom of association and the right to strike and asked that a restrictive interpretation be given to the words "working conditions" during bargaining under the Labour Relations Act.

The brief stated that the freedom of the individual should be at the basis of union freedom and that this individual freedom must not be ignored, falsified or sacrificed by the application of the right of association. It pointed out that labour-management relations fall within the exclusive jurisdiction of the provinces.

The Hon. Maurice Duplessis, Premier of Quebec, promised to study the brief; he gave full support of his Government to free enterprise.

In asking for an investigation of the juridical extension granted by decree to collective agreements, the Association pointed out that this extension should be granted only when the common good required it and not merely in reply to a request by the majority of the interests involved.

As for the control of the right of association, the brief declared that this right does not create a consensual mandate, still less a legal one, in all things and for all time, in favour of an association. It claimed that certification "does not depend exclusively on the mathematical calculation of memberships in a labour association, but rather on the formal will, freely expressed, of each employee concerned to entrust a definite and well-defined mandate to the association concerned."

The Association also recommended that a strike in a commercial or industrial unit might not be called and continued except in accordance with the free and freely-expressed will of the majority of all the employees in each such unit, and that the calling and continuation of or participation in any strike not resulting from such an expression of will should constitute a forbidden practice under the Labour Relations Act.

Finally, the Association suggested that the words "working conditions" should be interpreted during bargaining to refer only to wage rates and hours of work.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 22, 1955

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force					(1)		
Both Sexes	5,345	89	392	1,542	1,977	910	435
Agricultural	762	*	45	159	238	287	31
Non-Agricultural	4,583	87	347	1,383	1,739	623	404
Males	4,146	69	313	1,192	1,492	744	336
Agricultural	734	*	42	155	226	280	29
Non-Agricultural	3,412	67	271	1,037	1,266	464	307
Females	1,199	20	79	350	485	166	99
Agricultural	28	*	*	*	12	*	*
Non-Agricultural	1,171	20	76	346	473	159	97
All Ages	5,345	89	392	1,542	1,977	910	453
14—19 years	494	12	40	179	159	77	27
20—24 years	703	16	49	231	241	119	47
25—44 years	2,508	40	175	723	930	429	211
45—64 years	1,437	19	109	369	557	250	133
65 years and over	203	*	19	40	90	35	17
Persons with Jobs							
All status groups	4,983	82	359	1,402	1,874	863	403
Males	3,826	62	282	1,069	1,403	702	308
Females	1,157	20	77	333	471	161	95
Agricultural	752	*	45	157	234	284	30
Non-Agricultural	4,231	80	314	1,245	1,640	579	373
Paid Workers	3,827	70	267	1,114	1,526	516	334
Males	2,772	51	200	808	1,092	371	250
Females	1,055	19	67	306	434	145	84
Persons Without Jobs and Seeking Work							
Both Sexes	362	*	33	140	103	47	32
Persons not in the Labour Force							
Both Sexes	5,043	159	467	1,375	1,631	952	459
Males	1,026	59	107	244	293	213	110
Females	4,017	100	360	1,131	1,338	739	349

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended January 22, 1955		Week Ended December 11, 1954		Week Ended January 23, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	381	363	269	258	298	271
Without jobs	362	345	247	238	282	259
Under 1 month	100	.....	85	.....	83	.....
1— 3 months	175	.....	104	.....	152	.....
4— 6 months	50	.....	33	.....	33	.....
7—12 months	23	.....	17	.....	*	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	19	18	22	20	16	12
1—14 hours	*	*	*	*	*	*
15—34 hours	11	11	16	14	*	*

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will be now be published here only every third month.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
December, 1953	71	333	69	255	225	35	988
January, 1954	65	322	56	245	223	34	945
February 1954	66	325	54	247	225	33	950
March 1954	62	323	54	245	226	33	943
April 1954	59	322	59	251	229	34	954
May 1954	69	320	67	253	232	34	975
June 1954	74	325	70	259	237	35	1,000
July 1954	80	323	77	262	233	35	1,010
August 1954	83	323	76	261	235	36	1,014
September 1954	84	326	78	263	244	35	1,030
October 1954	86	323	82	265	244	36	1,036
November 1954	83	321	77	265	246	36	1,028
December 1954	79	325	71	264	250	36	1,025

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,462,575.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
April 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 9154	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·3	136·3	58.55	103·2	143·6	138·5	60.89

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
(a) Provinces						
Newfoundland	122·3	136·4	125·4	50.08	54.66	51.97
Prince Edward Island	103·2	117·8	105·8	43.67	43.92	43.23
Nova Scotia	97·0	98·5	97·5	48.33	49.56	48.41
New Brunswick	103·0	101·9	99·7	50.44	50.83	48.78
Quebec	109·7	113·7	108·7	56.22	57.24	54.03
Ontario	109·1	110·8	112·3	61.25	61.87	58.67
Manitoba	103·6	107·6	104·7	56.22	56.97	54.62
Saskatchewan	115·9	123·5	115·9	56.40	57.20	55.01
Alberta	128·4	133·7	124·7	59.11	61.61	57.77
British Columbia	104·0	107·1	103·2	62.86	64.97	61.67
Canada	109·1	112·1	109·9	58.55	59.59	56.56
(b) Metropolitan Areas						
St. John's	113·1	120·4	109·6	42.14	45.21	40.76
Sydney	92·2	92·7	97·7	60.12	59.81	59.58
Halifax	114·3	114·4	115·6	47.09	47.48	45.82
Saint John	107·6	95·4	108·9	47.54	47.66	44.42
Quebec	105·0	111·7	107·2	48.78	49.72	45.85
Sherbrooke	102·6	104·3	100·6	48.09	49.41	44.26
Three Rivers	95·2	102·7	98·1	56.08	55.70	52.47
Drummondville	73·0	73·3	70·9	51.36	53.58	51.53
Montreal	110·0	112·4	111·2	56.62	58.10	54.34
Ottawa—Hull	111·1	113·1	109·2	54.43	54.44	51.16
Peterborough	94·1	93·9	101·7	60.78	62.75	61.47
Oshawa	146·8	139·2	155·9	71.77	68.64	65.68
Niagara Falls	114·9	125·0	158·5	66.85	66.36	62.71
St. Catharines	111·3	113·1	112·4	68.23	69.07	65.14
Toronto	120·8	121·5	121·1	62.06	62.86	59.67
Hamilton	100·1	102·4	108·1	62.95	63.32	59.78
Brantford	81·1	81·4	77·8	58.36	58.58	55.74
Galt	95·5	95·5	104·7	53.07	54.56	51.85
Kitchener	102·2	103·4	102·7	55.82	57.36	51.76
Sudbury	132·4	132·6	137·2	72.47	72.84	71.31
London	107·2	110·4	110·9	55.94	57.70	53.84
Sarnia	111·5	114·5	116·9	72.83	74.44	69.94
Windsor	79·7	77·4	108·2	69.15	69.55	63.93
Sault Ste. Marie	93·7	98·4	111·8	66.91	67.80	67.84
Ft. William—Pt. Arthur	104·9	108·3	114·9	59.49	61.22	58.26
Winnipeg	103·3	106·9	101·8	53.62	54.24	51.91
Regina	116·7	124·0	115·7	54.27	53.22	52.70
Saskatoon	117·3	122·3	115·3	54.27	54.33	51.31
Edmonton	149·0	155·2	140·1	54.93	59.52	54.26
Calgary	135·4	139·6	128·6	57.53	58.93	55.22
Vancouver	103·4	104·0	101·9	60.91	62.06	58.91
Victoria	114·2	113·4	112·8	56.44	57.89	54.40

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
Mining	**110·9**	**112·7**	**103·6**	**70.38**	**72.73**	**68.04**
Metal mining	112·4	114·1	98·7	72.71	75.76	71.87
Gold	81·6	82·3	65·5	66.35	68.84	63.40
Other metal	141·2	143·7	129·3	76.14	79.46	75.82
Fuels	105·3	105·4	104·7	68.90	70.32	66.05
Coal	77·6	77·1	82·5	59.21	61.28	57.53
Oil and natural gas	196·6	198·9	178·7	81.52	81.89	79.20
Non-metal	121·3	129·4	122·7	64.65	66.77	59.31
Manufacturing	**103·2**	**105·4**	**108·0**	**60.89**	**62.07**	**58.24**
Food and beverages	98·6	108·5	97·7	55.15	54.97	53.35
Meat products	114·0	118·6	111·7	64.10	65.55	62.77
Canned and preserved fruits and vegetables	69·9	105·5	67·9	47.04	42.95	45.41
Grain mill products	105·3	106·3	100·5	57.50	59.59	55.99
Bread and other bakery products	104·7	105·4	105·1	52.51	52.46	51.95
Distilled and malt liquors	103·7	113·9	109·5	70.69	68.22	66.55
Tobacco and tobacco products	103·1	93·7	101·6	50.43	56.30	50.58
Rubber products	102·3	103·3	97·1	62.02	63.51	57.68
Leather products	83·2	85·4	89·3	41.54	42.17	38.94
Boots and shoes (except rubber)	85·8	87·2	91·8	38.84	39.28	36.31
Textile products (except clothing)	80·4	81·7	82·5	49.57	50.81	46.02
Cotton yarn and broad woven goods	81·8	80·5	77·4	47.14	47.10	41.42
Woollen goods	69·8	70·1	73·6	47.09	49.50	44.54
Synthetic textiles and silk	84·6	84·5	86·1	54.99	57.38	51.96
Clothing (textile and fur)	86·5	90·2	90·7	39.15	41.19	36.50
Men's clothing	88·7	93·1	94·7	37.79	39.51	35.55
Women's clothing	88·6	91·1	90·1	38.81	40.67	36.28
Knit goods	77·0	80·0	83·6	40.41	43.85	38.04
Wood products	96·5	99·6	94·1	52.92	55.70	49.92
Saw and planing mills	97·2	100·0	90·9	54.74	57.63	51.73
Furniture	102·2	105·5	105·0	51.02	53.79	47.41
Other wood products	83·6	87·6	89·0	47.50	49.92	46.85
Paper products	113·1	114·2	110·2	71.43	73.30	69.28
Pulp and paper mills	116·3	117·2	111·5	76.83	78.76	75.68
Other paper products	105·4	106·9	107·1	56.92	58.73	53.00
Printing, publishing and allied industries	110·8	112·0	108·5	65.71	66.32	62.84
Iron and steel products	95·7	94·8	104·3	66.57	68.47	63.83
Agricultural implements	63·9	45·2	63·7	67.65	68.49	66.92
Fabricated and structural steel	126·3	112·8	135·3	71.21	74.90	66.48
Hardware and tools	97·3	98·5	105·9	62.16	65.03	60.60
Heating and cooking appliances	92·9	98·3	91·9	58.21	62.66	54.80
Iron castings	82·6	83·9	92·3	64.34	67.53	60.94
Machinery mfg.	106·4	107·6	113·8	65.94	67.13	62.97
Primary iron and steel	94·5	95·4	108·0	71.98	72.28	70.78
Sheet metal products	98·5	103·3	100·4	62.56	66.83	59.24
Transportation equipment	119·9	119·8	148·4	69.03	70.86	65.69
Aircraft and parts	340·3	344·8	382·5	73.28	75.21	69.22
Motor vehicles	81·9	73·7	122·4	80.31	79.62	71.15
Motor vehicle parts and accessories	106·1	103·1	120·5	70.71	70.66	64.34
Railroad and rolling stock equipment	81·1	82·7	102·1	62.27	63.59	61.67
Shipbuilding and repairing	134·1	143·3	167·7	58.01	66.67	60.35
Non-ferrous metal products	119·8	120·3	116·3	70.21	70.54	67.21
Aluminum products	120·0	121·1	120·3	66.50	66.97	63.86
Brass and copper products	102·7	104·0	109·5	65.91	67.27	61.27
Smelting and refining	141·0	140·7	126·4	76.68	75.89	75.00
Electrical apparatus and supplies	130·7	133·4	141·1	65.53	67.00	62.50
Non-metallic mineral products	111·7	116·4	112·2	63.28	65.27	59.70
Clay products	99·1	105·8	99·0	61.08	62.41	58.24
Glass and glass products	115·7	117·1	120·9	61.62	62.64	57.50
Products of petroleum and coal	118·7	120·7	117·5	88.43	87.22	84.62
Chemical products	119·4	120·4	118·1	68.42	67.88	64.89
Medicinal and pharmaceutical preparations	108·2	108·0	104·5	62.35	62.19	58.88
Acids, alkalis and salts	120·9	122·2	118·4	79.43	76.38	71.45
Miscellaneous manufacturing industries	103·0	106·5	106·9	53.24	54.39	51.42
Construction	**104·8**	**119·7**	**105·5**	**56.82**	**61.35**	**55.34**
Buildings and structures	105·4	120·6	114·3	60.58	66.27	58.52
Building	106·7	120·8	105·5	60.45	64.72	56.09
Engineering work	99·2	120·1	153·5	61.21	73.16	66.01
Highways, bridges and streets	103·9	118·1	91·3	50.77	53.38	48.89
Service	**109·1**	**110·6**	**106·6**	**39.64**	**40.09**	**37.83**
Hotels and restaurants	104·4	106·1	101·4	34.73	35.04	33.57
Laundries, and dry cleaning plants	100·4	101·4	100·0	36.00	37.33	34.81
Industrial composite	**109·1**	**112·1**	**109·9**	**58.55**	**59.59**	**56.56**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1955	Dec. 1, 1954	Jan. 1, 1954	Jan. 1, 1955	Dec. 1, 1954	Jan. 1, 1954
Newfoundland	39·7	44·8	40·1	142·9	140·9	144·4
Nova Scotia	38·0	42·0	38·9	125·5	120·9	125·6
New Brunswick	40·2	41·6	38·5	128·5	126·4	125·9
Quebec	40·0	42·3	39·2	128·8	127·4	127·0
Ontario	39·5	40·8	38·4	149·6	148·1	147·2
Manitoba	38·6	40·4	38·0	136·3	135·9	136·1
Saskatchewan	39·1	40·6	40·0	148·7	145·6	141·7
Alberta	39·1	41·1	38·4	148·9	148·6	143·8
British Columbia	37·0	38·7	36·0	171·6	171·1	168·7

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954	Jan. 1 1955	Dec. 1 1954	Jan. 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	41·4	43·8	40·5	160·6	158·6	158·3	66.49	69.47	64.11
Metal mining	42·1	44·9	42·1	164·4	162·7	162·3	69.21	73.05	68.33
Gold	44·7	46·8	43·1	139·0	139·1	134·1	62.13	65.10	57.80
Other metal	40·7	43·8	41·7	179·9	176·7	176·0	73.22	77.39	73.39
Fuels	40·0	41·6	38·4	156·1	155·2	156·3	62.44	64.56	60.02
Coal	38·8	40·3	36·9	149·1	149·7	151·7	57.85	60.33	55.98
Oil and natural gas	43·7	45·4	43·8	175·1	169·3	170·6	76.52	76.86	74.72
Non-metal	41·0	44·1	38·8	152·8	147·9	146·7	62.65	65.22	56.92
Manufacturing	39·4	41·2	38·5	142·8	141·2	140·4	56.26	58.17	54.05
Food and beverages	39·3	41·7	38·7	126·1	121·3	122·7	49.56	50.58	47.48
Meat products	39·5	41·0	39·4	152·6	152·2	149·1	60.28	62.40	58.75
Canned and preserved fruits and vegetables	35·2	39·6	34·2	110·9	96·0	106·1	39.04	38.02	36.29
Grain mill products	39·6	41·9	39·3	135·0	136·3	131·6	53.46	57.11	51.72
Bread and other bakery products	42·5	42·8	43·0	108·9	107·4	107·8	46.28	45.97	46.35
Distilled and malt liquors	40·5	41·0	39·4	158·5	152·1	153·4	64.19	62.36	60.44
Tobacco and tobacco products	35·6	39·5	37·0	126·9	131·9	128·8	45.18	52.10	47.66
Rubber products	40·3	41·9	36·4	144·8	144·4	145·8	58.35	60.50	53.07
Leather products	37·4	38·9	35·9	101·4	100·0	99·0	37.92	38.90	35.54
Boots and shoes (except rubber)	36·2	37·4	34·4	97·3	96·1	94·9	35.22	35.94	32.65
Textile products (except clothing)	40·6	42·2	37·1	110·5	110·2	109·2	44.86	46.50	40.51
Cotton yarn and broad woven goods	39·3	39·5	33·4	111·8	111·7	111·1	43.94	44.12	37.11
Woollen goods	41·5	44·0	37·9	103·5	103·9	103·6	42.95	45.72	39.26
Synthetic textiles and silk	42·3	45·4	40·1	116·0	114·7	113·2	49.07	52.07	45.39
Clothing (textile and fur)	34·6	37·7	32·0	99·1	97·8	98·2	34.29	36.87	31.42
Men's clothing	33·8	36·3	31·7	98·7	97·5	97·1	33.36	35.39	30.78
Women's clothing	32·2	35·5	29·6	103·3	100·4	102·6	33.26	35.64	30.37
Knit goods	36·8	41·0	34·3	97·7	97·9	97·8	35.95	40.14	33.55
*Wood products	39·4	42·1	38·0	127·3	127·2	124·0	50.16	53.55	47.12
Saw and planing mills	38·2	41·0	36·9	137·1	136·4	134·1	52.37	55.92	49.48
Furniture	41·4	44·2	39·4	114·8	115·2	111·9	47.53	50.92	44.09
Other wood products	40·7	43·4	40·2	107·0	108·1	106·9	43.55	46.92	42.97
Paper products	41·1	42·6	41·4	162·9	162·9	157·8	66.95	69.40	65.33
Pulp and paper mills	41·6	42·9	42·3	173·8	174·0	169·6	72.30	74.65	71.74
Other paper products	39·4	41·8	38·8	128·1	128·7	121·4	50.47	53.80	47.10
Printing publishing and allied industries	39·4	40·4	39·1	166·9	167·0	160·8	65.76	67.47	62.87
*Iron and steel products	39·6	41·2	38·9	158·2	158·5	155·3	62.65	65.30	60.41
Agricultural implements	38·7	39·7	38·3	164·9	159·8	164·5	63.82	63.44	63.00
Fabricated and structural steel	38·7	41·3	37·7	164·6	167·3	162·1	63.70	69.09	61.11
Hardware and tools	40·4	41·9	40·2	145·0	146·4	141·2	58.58	61.34	56.76
Heating and cooking appliances	38·7	42·5	37·4	141·3	143·5	135·9	54.68	60.99	50.83
Iron castings	40·1	42·3	37·8	153·0	155·2	153·9	61.35	65.65	58.17
Machinery manufacturing	40·5	41·7	39·7	152·9	153·3	149·2	61.92	63.93	59.23
Primary iron and steel	39·4	39·8	39·9	173·2	173·2	171·2	68.24	68.93	68.31
Sheet metal products	37·9	41·2	37·8	152·4	155·2	144·8	57.76	63.94	54.73
*Transportation equipment	39·7	41·0	39·4	163·7	164·0	158·4	64.99	67.24	62.41
Aircraft and parts	40·5	41·5	41·1	170·0	172·4	161·7	68.85	71.55	66.46
Motor vehicles	43·0	41·3	38·6	172·7	174·4	169·5	74.26	72.03	65.43
Motor vehicle parts and accessories	40·5	40·3	37·7	166·6	166·3	159·1	67.47	67.02	59.98
Railroad and rolling stock equipment	38·8	39·6	38·7	157·9	158·5	157·4	61.27	62.77	60.91
Shipbuilding and repairing	36·0	42·7	40·2	155·2	155·1	145·6	55.87	66.23	58.53
*Non-ferrous metal products	40·8	41·4	40·1	163·8	161·5	158·5	66.83	66.86	63.56
Aluminum products	40·2	40·9	38·8	147·4	146·3	146·4	59.25	59.84	56.80
Brass and copper products	41·1	41·7	39·1	150·5	152·3	145·1	61.86	63.51	56.73
Smelting and refining	41·2	41·4	41·2	177·5	173·6	173·3	73.13	71.87	71.40
*Electrical apparatus and supplies	39·1	40·9	38·6	148·1	148·7	145·6	57.91	60.82	56.20
Heavy electrical machinery and equipment	39·1	40·3	39·8	164·9	166·0	161·7	64.48	66.90	64.36
*Non-metallic mineral products	41·6	44·0	40·7	144·5	142·9	138·7	60.11	62.88	56.45
Clay products	42·6	45·0	42·1	136·0	132·6	130·7	57.94	59.67	55.02
Glass and glass products	41·2	43·1	40·8	144·3	141·3	134·5	59.45	60.90	54.88
Products of petroleum and coal	42·3	41·8	41·0	191·7	191·7	185·0	81.09	80.13	75.85
Chemical products	41·6	41·4	41·2	147·2	147·0	141·1	61.24	60.86	58.13
Medicinal and pharmaceutical preparations	40·8	40·9	40·9	121·5	121·8	116·1	49.57	49.82	47.48
Acids, alkalis and salts	44·2	42·1	41·4	169·4	168·9	160·4	74.87	71.11	66.41
Miscellaneous manufacturing industries	39·5	42·0	39·6	118·4	115·9	115·4	46.77	48.68	45.70
*Durable goods	39·8	41·5	39·1	153·0	152·5	150·1	60.89	63.29	58.69
Non-durable goods	39·1	41·0	37·8	132·3	130·0	129·1	51.73	53.30	48.80
Construction	35·3	40·6	35·1	148·9	147·5	148·2	52.56	59.89	52.02
Buildings and structures	34·5	40·5	33·7	161·8	159·5	163·3	55.82	64.60	55.03
Highways, bridges and streets	36·9	40·7	37·2	123·2	122·3	116·1	45.46	49.78	43.19
Electric and motor transportation	44·9	44·8	44·4	142·5	141·1	138·0	63.98	63.21	61.27
Service	40·0	41·0	40·6	84·9	84·8	82·0	33.96	34.77	33.29
Hotels and restaurants	40·9	41·4	41·5	85·0	84·9	82·2	34.77	35.15	34.11
Laundries and dry cleaning plants	38·8	41·0	39·6	80·1	80·4	77·2	31.08	32.96	30.57

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthy Averalge 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Week Preceding:						
January 1, 1954	41·0*	140·4	57.56*	138·0	115·7	119·3
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955 (1)	41·3	142·8	58.98*	141·4	116·4	121·5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954 are 38·5 hours and $54.05, January 1, 1955 are 39·4 hours and $56.26.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICANTS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1949	10,187	13,544	23,731	209,866	51,898	261,764
March 1, 1950	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955 (1)	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955 (1)	9,154	9,509	18,663	510,551	118,035	628,586

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 31, 1955

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from December 31, 1954	Change from January 31, 1954
Agriculture, Fishing, Trapping	**178**	**133**	**311**	**+ 32**	**— 43**
Forestry	**844**	**6**	**850**	**— 33**	**— 371**
Mining, Quarrying and Oil Wells	**282**	**47**	**329**	**+ 8**	**— 62**
Metal Mining	172	8	180	+ 52	— 23
Fuels	60	9	69	— 22	— 22
Non-Metal Mining	10	2	12	— 11	+ 2
Quarrying, Clay and Sand Pits	1	1	2	0	0
Prospecting	39	27	66	— 11	— 19
Manufacturing	**2,804**	**1,837**	**4,641**	**+ 916**	**— 64**
Foods and Beverages	125	80	205	+ 47	— 91
Tobacco and Tobacco Products	5	4	9	— 211	0
Rubber Products	23	14	37	— 12	— 30
Leather Products	43	107	150	+ 10	— 96
Textile Products (except clothing)	48	111	159	+ 48	— 10
Clothing (textile and fur)	81	876	957	+ 246	— 208
Wood Products	181	56	237	+ 10	— 11
Paper Products	107	83	190	— 20	+ 71
Printing, Publishing and Allied Industries	130	79	209	+ 31	— 42
Iron and Steel Products	417	84	501	+ 108	+ 54
Transportation Equipment	910	74	984	+ 485	+ 385
Non-Ferrous Metal Products	86	51	137	+ 49	— 17
Electrical Apparatus and Supplies	329	98	427	+ 11	+ 112
Non-Metallic Mineral Products	37	15	52	— 17	— 19
Products of Petroleum and Coal	83	11	94	+ 68	+ 50
Chemical Products	152	54	206	+ 39	— 180
Miscellaneous Manufacturing Industries	47	40	87	+ 24	— 32
Construction	**469**	**70**	**539**	**—1,078**	**+ 21**
General Contractors	307	47	354	—1,097	+ 23
Special Trade Contractors	162	23	185	+ 19	— 2
Transportation, Storage and Communication	**442**	**175**	**617**	**— 208**	**— 282**
Transportation	371	69	440	— 263	— 187
Storage	20	11	31	+ 17	— 22
Communication	51	95	146	+ 38	— 73
Public Utility Operation	**52**	**30**	**82**	**+ 14**	**— 12**
Trade	**1,385**	**1,219**	**2,604**	**+ 720**	**— 233**
Wholesale	480	383	863	+ 218	— 7
Retail	905	836	1,741	+ 502	— 226
Finance, Insurance and Real Estate	**556**	**594**	**1,150**	**+ 174**	**— 268**
Service	**1,440**	**4,260**	**5,700**	**— 81**	**— 450**
Community or Public Service	152	701	853	— 55	— 84
Government Service	632	358	990	+ 72	— 391
Recreation Service	56	69	125	+ 23	— 19
Business Service	421	263	684	+ 108	+ 114
Personal Service	179	2,869	3,048	— 229	— 70
GRAND TOTAL	**8,452**	**8,371**	**16,823**	**+ 464**	**— 1,764**

Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT FEBRUARY 3, 1955 (1)

(SOURCE: Form U.I.C 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,637	535	.,172	6,311	1,329	7,640
Clerical workers	785	2,656	3,441	16,134	26,760	42,894
Sales workers	1,187	599	1,786	7,334	15,208	22,542
Personal and domestic service workers	259	3,278	3,537	39,619	22,416	62.035
Seamen	.....	.....	.....	5,124	7	5,131
Agriculture and fishing	182	13	195	4,293	1,039	5,332
Skilled and semiskilled workers	2,760	1,233	3,993	230,332	26,750	257,082
Food and kindred products (inc. tobacco)	19	2	21	2,680	691	3,371
Textiles, clothing, etc.	89	925	1,014	5,159	16,626	21,785
Lumber and wood products	745	7	752	26,545	253	26,798
Pulp, paper (inc. printing)	36	5	41	1,360	604	1,964
Leather and leather products	28	85	113	1,987	1,393	3,380
Stone, clay and glass products	4	5	9	957	79	1,036
Metalworking	368	28	396	24,725	1,717	26,442
Electrical	98	16	114	3,257	1,073	4,330
Transportation equipment	3	1	4	1,713	74	1,787
Mining	17	.....	17	2,961	.....	2,961
Construction	207	.....	207	74,396	5	74,401
Transportation (except seamen)	279	12	291	37,184	136	37,320
Communications and public utility	39	.....	39	1,307	4	1,311
Trade and service	96	96	192	5,204	2,289	7,493
Other skilled and semiskilled	669	45	714	29,096	1,391	30,487
Foremen	30	5	35	4,924	398	5,322
Apprentices	33	1	34	6,877	17	6,894
Unskilled workers	1,466	290	1,756	174,233	24,142	198,375
Food and tobacco	40	27	67	7,364	6,732	14,096
Lumber and lumber products	249	11	260	18,483	426	18,909
Metalworking	55	5	60	10,508	852	11,360
Construction	256	2	258	88,177	39	88,216
Other unskilled workers	866	245	1,111	49,701	16,093	65,794
GRAND TOTAL	**8,276**	**8,604**	**16,880**	**483,380**	**117,651**	**601,031**

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954
Newfoundland	**230**	**223**	**113**	**17,827**	**11,876**	**19,108**
Corner Brook	12	4	.....	3,092	1,896	3,633
Grand Falls	.....	.....	.....	1,377	909	1,322
St. John's	218	219	113	13,358	9,071	14,153
Prince Edward Island	**138**	**55**	**110**	**3,939**	**2,797**	**3,960**
Charlottetown	128	44	69	2,459	1,664	2,508
Summerside	10	11	41	1,480	1,133	1,452
Nova Scotia	**893**	**772**	**855**	**27,610**	**19,281**	**24,019**
Amherst	11	5	5	1,035	836	923
Bridgewater	17	120	40	1,365	1,161	1,262
Halifax	731	508	653	5,183	4,016	4,622
Inverness	.....	.....	.....	978	614	809
Kentville	40	54	43	2,824	1,801	2,788
Liverpool	21	16	6	447	347	642
New Glasgow	18	13	56	4,406	3,544	2,929
Springhill	1	.....	5	562	530	643
Sydney	27	17	24	7,119	3,692	5,608
Truro	19	27	9	1,164	1,024	1,284
Yarmouth	8	12	14	2,527	1,716	2,509
New Brunswick	**532**	**1,647**	**1,036**	**27,980**	**19,328**	**27,608**
Bathurst	117	16	51	4,072	2,362	4,015
Campbellton	27	63	88	2,225	1,249	1,876
Edmundston	11	31	38	2,146	1,247	2,152
Fredericton	67	1,239	405	1,817	892	1,903
Minto	4	1	9	673	436	980
Moncton	138	129	192	7,919	5,652	7,193
Newcastle	11	.....	7	2,658	1,686	2,253
Saint John	125	159	198	3,054	3,134	3,435
St. Stephen	22	6	29	1,662	1,458	2,073
Sussex	9	2	11	513	402	449
Woodstock	1	1	8	1,241	810	1,279
Quebec	**1,316**	**1,184**	**1,826**	**188,575**	**143,892**	**177,206**
Asbestos	2	16	40	782	673	736
Beauharnois	24	1	5	1,182	989	1,195
Buckingham	2	58	5	1,047	832	1,217
Causapscal	40	40	18	2,275	988	1,840
Chandler	5	.....	27	2,231	1,267	2,158
Chicoutimi	66	121	119	2,018	1,285	2,139
Dolbeau	20	55	49	1,027	442	1,399
Drummondville	25	23	41	2,746	2,243	3,220
Farnham	50	9	30	1,214	1,190	859
Forestville	28	12	.....	1,381	520	955
Gaspe	5	2	15	1,579	897	1,557
Granby	29	22	16	2,395	2,858	2,192
Hull	22	27	30	3,876	2,861	3,900
Joliette	93	29	57	3,260	2,498	3,268
Jonquiere	76	29	46	2,219	1,436	2,564
Lachute	3	.....	4	832	882	910
La Malbaie	.....	1	.....	2,114	1,306	1,929
La Tuque	34	125	108	1,039	915	795
Levis	42	57	92	5,414	4,189	4,114
Louiseville	22	21	9	1,100	755	1,093
Maniwaki	4	7	3	832	549	899
Matane	2	4	23	2,624	1,299	2,194
Megantic	89	5	1	1,088	786	1,182
Mont-Laurier	3	7	5	979	655	899
Montmagny	11	14	37	1,808	1,481	1,819
Montreal	2,096	1,817	2,419	67,363	54,176	58,893
New Richmond	3	42	3	1,936	1,212	1,712
Port Alfred	54	7	11	1,003	821	956
Quebec	336	305	478	16,214	12,514	14,789
Rimouski	16	13	15	3,662	2,076	3,762
Riviere du Loup	151	151	26	4,818	2,745	4,198
Roberval	60	245	31	873	486	930
Rouyn	88	78	43	1,744	1,459	2,298
Ste. Agathe	4	15	10	1,189	756	1,044
Ste. Anne de Bellevue	10	8	14	1,588	1,143	1,341
Ste. Therese	13	9	26	1,957	1,533	2,030
St. Georges Est	119	168	249	2,367	1,547	1,922
St. Hyacinthe	36	11	131	2,497	2,823	2,576
St. Jean	33	31	90	2,082	1,610	2,184
St. Jerome	18	15	22	1,922	1,583	2,068
St. Joseph d'Alma	11	12	18	2,034	1,226	2,644
Sept Iles	20	63	16	1,209	869	1,204
Shawinigan Falls	36	29	4	4,253	3,193	4,716
Sherbrooke	113	94	103	5,149	4,153	5,593
Sorel	29	15	26	3,648	3,070	2,468
Thetford Mines	31	69	31	1,671	1,239	1,799
Three Rivers	108	93	150	6,580	5,225	6,168

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954
Quebec—Con.						
Val d'Or	124	123	43	1,502	1,086	1,805
Valleyfield	29	42	31	2,146	1,817	2,462
Victoriaville	48	41	26	2,106	1,734	2,611
Ontario	**6,142**	**5,202**	**6,953**	**191,002**	**154,616**	**156,493**
Arnprior	15	4	10	530	415	423
Barrie	42	24	97	1,764	1,142	1,532
Belleville	28	14	26	1,813	1,284	1,710
Bracebridge	10	21	46	1,296	1,115	1,063
Brampton	14	3	21	792	555	596
Brantford	47	28	68	2,917	2,801	3,035
Brockville	7	9	17	779	601	533
Carleton Place	.....	.....	.....	398	552	714
Chatham	16	20	54	2,879	2,453	2,176
Cobourg	5	1	4	852	665	618
Collingwood	17	6	20	1,119	934	830
Cornwall	42	39	71	3,069	2,260	3,626
Fort Erie	5	2	12	778	666	621
Fort Frances	4	7	11	636	556	355
Fort William	84	85	5	2,795	2,319	2,532
Galt	41	46	38	1,564	1,696	1,470
Gananoque	25	.....	76	402	260	395
Goderich	16	5	20	688	582	620
Guelph	50	47	87	2,220	1,658	1,666
Hamilton	428	477	300	15,724	12,954	13,086
Hawkesbury	7	5	18	1,107	844	1,022
Ingersoll	11	8	18	661	676	627
Kapuskasing	16	17	89	831	845	718
Kenora	12	2	25	684	556	630
Kingston	112	89	80	1,586	1,091	1,895
Kirkland Lake	18	18	28	1,302	979	1,348
Kitchener	44	53	162	3,237	3,479	2,954
Leamington	6	5	14	1,267	1,022	831
Lindsay	39	27	23	1,078	801	868
Listowel	5	11	5	507	385	493
London	275	283	431	5,666	5,610	4,210
Midland	9	4	17	1,746	1,467	1,426
Napanee	7	4	9	819	574	815
New Toronto	55	72	72	3,433	2,351	2,213
Niagara Falls	38	40	27	2,958	2,627	2,113
North Bay	28	40	56	1,898	1,566	1,757
Oakville	591	36	261	794	626	592
Orillia	13	11	19	1,206	1,012	1,140
Oshawa	54	106	105	3,675	3,047	3,617
Ottawa	899	603	622	5,628	3,969	4,875
Owen Sound	33	25	67	2,481	1,903	2,315
Parry Sound	3	1	.....	650	524	603
Pembroke	68	68	54	1,694	1,303	1,436
Perth	26	16	14	689	529	657
Peterborough	28	19	38	3,499	2,556	2,571
Picton	3	1	4	704	630	669
Port Arthur	106	103	82	4,070	3,410	3,551
Port Colborne	1	2	15	1,009	886	830
Prescott	11	32	7	931	786	864
Renfrew	8	11	2	823	607	921
St. Catharines	106	88	89	3,863	3,740	3,729
St. Thomas	43	243	65	1,050	1,406	940
Sarnia	59	36	38	2,992	2,632	2,542
Sault Ste. Marie	71	61	130	3,625	3,250	3,360
Simcoe	16	9	12	1,183	810	1,178
Sioux Lookout	15	23	9	256	179	234
Smiths Falls	7	3	6	528	425	571
Stratford	31	13	24	1,253	1,122	1,010
Sturgeon Falls	.....	2	13	1,166	1,009	1,085
Sudbury	87	74	254	4,476	3,044	4,252
Timmins	42	36	65	1,901	1,645	2,112
Toronto	1,856	1,678	2,509	48,230	34,334	34,993
Trenton	29	34	40	1,120	1,130	1,297
Walkerton	6	8	20	934	716	689
Wallaceburg	3	4	9	838	845	746
Welland	6	10	219	2,719	2,737	4,980
Weston	172	182	41	1,842	1,220	1,223
Windsor	160	141	45	12,574	11,550	4,601
Woodstock	11	7	18	804	693	789
Manitoba	**1,177**	**1,071**	**1,354**	**28,843**	**22,390**	**26,257**
Brandon	121	111	145	2,392	1,697	1,940
Dauphin	13	6	7	1,454	1,064	1,230
Flin Flon	21	26	31	262	289	262
Portage la Prairie	19	20	35	1,230	930	1,268
The Pas	5	1	18	183	148	171
Winnipeg	998	907	1,118	23,322	18,262	21,386

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954	[1] Feb. 3, 1955	Previous Month Dec. 30, 1954	Previous Year Feb. 4, 1954
Saskatchewan	**512**	**548**	**882**	**20,989**	**15,417**	**16,180**
Estevan	14	27	16	434	327	374
Moose Jaw	63	74	124	1,903	1,407	1,577
North Battleford	28	18	28	1,745	1,167	1,470
Prince Albert	14	19	42	2,539	1,875	1,906
Regina	180	115	296	5,176	4,007	3,477
Saskatoon	112	195	212	4,647	3,379	3,848
Swift Current	28	23	69	1,191	821	1,015
Weyburn	41	43	53	521	404	420
Yorkton	32	34	42	2,833	2,030	2,093
Alberta	**1,622**	**1,428**	**1,515**	**30,105**	**20,563**	**27,315**
Blairmore	9	8	26	512	483	427
Calgary	724	630	496	8,395	6,105	8,591
Drumheller	8	13	9	454	305	332
Edmonton	668	600	672	14,064	8,889	12,104
Edson	40	45	96	382	290	266
Lethbridge	75	56	90	3,243	2,301	3,225
Medicine Hat	41	21	50	1,700	1,329	1,286
Red Deer	48	49	57	1,276	795	993
Yellowknife	9	6	19	79	66	91
British Columbia	**1,318**	**1,066**	**1,283**	**64,161**	**55,604**	**75,632**
Chilliwack	20	23	35	2,179	1,690	2,253
Courtenay	9	7	14	1,723	1,703	2,269
Cranbrook	23	5	5	1,086	745	1,465
Dawson Creek	12	13	10	464	445	438
Duncan	25	4	27	923	1,055	1,596
Kamloops	50	47	34	1,138	829	1,349
Kelowna	9	6	4	1,128	1,052	1,739
Mission City	13	9	16	1,595	1,408	2,041
Nanaimo	17	8	53	1,647	2,186	2,924
Nelson	18	12	8	1,500	1,155	1,933
New Westminster	126	81	84	7,100	6,081	9,139
Penticton	6	1	8	1,539	1,190	1,782
Port Alberni	9	9	10	490	782	1,209
Prince George	98	39	41	1,437	2,026	1,794
Prince Rupert	28	50	25	1,576	1,261	1,540
Princeton	2	1	.....	376	240	507
Trail	9	20	9	1,124	890	1,632
Vancouver	677	544	750	30,850	25,837	32,603
Vernon	5	6	5	1,854	1,515	2,452
Victoria	142	158	118	3,895	3,092	4,576
Whitehorse	20	23	27	537	422	391
Canada	**16,880**	**16,196**	**18,927**	**601,031**	**465,764**	**553,778**
Males	8,276	8,420	9,193	483,380	371,959	449,122
Females	8,604	7,776	9,734	117,651	93,805	104,656

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (1 Month)	50,948	31,120	19,828	4,713	16,418	15,592	9,268	4,957
1955 (1 Month)	43,149	25,607	17,542	4,131	11,200	14,745	8,090	4,983

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS AND AMOUNT OF BENEFIT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of January, 1955			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	10,978	4,993	181,819	(351)	634,760
Prince Edward Island	2,392	1,020	47,389	(300)	141,922
Nova Scotia	17,258	7,756	345,506	(3,300)	1,125,870
New Brunswick	17,731	8,459	340,488	(2,171)	1,082,845
Quebec	123,020	67,527	2,557,951	(30,156)	8,022,387
Ontario	119,699	64,470	2,662,930	(25,743)	8,484,603
Manitoba	20,267	10,575	411,491	(5,012)	1,278,669
Saskatchewan	13,504	7,641	306,113	(2,000)	972,842
Alberta	18,813	11,313	402,620	(3,513)	1,308,631
British Columbia	44,262	22,573	963,260	(8,083)	3,097,274
Total, Canada, January 1955	387,924	206,327	8,219,567	(80,629)	26,149,803
Total, Canada, December 1954	271,707	164,660	6,190,206	(80,581)	19,428,206
Total, Canada, January 1954	351,173	197,702	7,563,898	(58,749)	23,947,213

* Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JANUARY 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register								January 31, 1954 Total	
	Total		6 and less	7–12	13–24	25–48	49–72	73 and over		
Newfoundland	15,791	(21)	3,862	2,799	2,548	3,919	1,532	1,131	17,258	(36)
Male	15,348	(21)	3,776	2,728	2,461	3,850	1,489	1,044	16,773	(36)
Female	443	(—)	86	71	87	69	43	87	485	(—)
Prince Edward Island	3,610	(14)	537	595	678	1,077	421	302	3,536	(13)
Male	3,090	(13)	471	496	579	941	372	231	3,015	(7)
Female	520	(1)	66	99	99	136	49	71	521	(6)
Nova Scotia	23,617	(134)	4,784	2,828	4,057	5,609	2,483	3,856	22,512	(190)
Male	20,852	(114)	4,197	2,485	3,526	5,157	2,244	3,243	19,941	(167)
Female	2,765	(20)	587	343	531	452	239	613	2,571	(23)
New Brunswick	25,708	(105)	5,119	4,133	4,249	6,286	3,014	2,907	24,937	(83)
Male	21,970	(90)	4,473	3,677	3,644	5,489	2,561	2,126	21,703	(71)
Female	3,738	(15)	646	456	605	797	453	781	3,234	(12)
Quebec	172,386	(1,394)	37,894	20,093	28,380	42,555	17,376	26,088	162,367	(1,055)
Male	142,430	(943	32,034	16,931	23,898	36,416	14,400	18,751	133,793	(726)
Female	29,956	(451)	5,860	3,162	4,482	6,139	2,976	7,337	28,574	(329)
Ontario	169,952	(1,274)	34,671	18,863	27,507	40,496	17,681	30,734	135,801	(833)
Male	135,861	(955)	27,852	15,221	21,996	33,587	14,132	23,073	109,069	(632)
Female	34,091	(319)	6,819	3,642	5,511	6,909	3,549	7,661	26,732	(201)
Manitoba	27,669	(230)	5,841	2,765	4,195	7,131	3,523	4,214	24,790	(159)
Male	21,447	(167)	4,349	2,202	3,165	5,884	2,888	2,959	19,553	(117)
Female	6,222	(63)	1,492	563	1,030	1,247	635	1,255	5,237	(42)
Saskatchewan	19,090	(93)	3,099	2,508	3,380	6,065	2,406	1,632	14,419	(73)
Male	16,284	(79)	2,528	2,116	2,803	5,519	2,112	1,206	12,453	(60)
Female	2,806	(14)	571	392	577	546	294	426	1,966	(13)
Alberta	27,264	(125)	6,236	3,317	4,863	7,047	2,995	2,806	25,266	(91)
Male	23,120	(105)	5,193	2,832	4,165	6,399	2,515	2,016	21,930	(83)
Female	4,144	(20)	1,043	485	698	648	480	790	3,336	(8)
British Columbia	58,279	(311)	9,466	6,122	10,938	15,523	7,148	9,082	63,945	(287)
Male	46,618	(254)	7,501	5,022	8,667	12,837	5,894	6,697	53,599	(241)
Female	11,661	(57)	1,965	1,100	2,271	2,686	1,254	2,385	10,346	(46)
CANADA	543,366	(3,701)	111,509	64,023	90,795	135,708	58,579	82,752	494,831	(2,820)
MALE	447,020	(2,741)	92,374	53,710	74,904	116,079	48,607	61,346	411,829	(2,140)
FEMALE	96,346	(960)	19,135	10,313	15,891	19,629	9,972	21,406	83,002	(680)

* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	9,136	7,589	1,547	7,800	5,382	2,418	4,774
Prince Edward Island	1,829	1,570	259	1,782	1,139	643	530
Nova Scotia	16,635	12,811	3,824	15,917	11,121	4,796	5,089
New Brunswick	14,847	12,317	2,530	13,398	8,004	5,394	5,241
Quebec	94,416	70,962	23,454	101,812	70,671	31,141	28,098
Ontario	98,436	72,976	25,460	104,516	73,879	30,637	24,587
Manitoba	14,001	11,201	2,800	15,049	9,965	5,084	2,478
Saskatchewan	10,122	8,383	1,739	10,473	6,791	3,682	2,749
Alberta	17,482	13,113	4,369	17,665	12,199	5,466	4,475
British Columbia	33,095	25,045	8,050	36,561	24,818	11,743	6,072
Total Canada, January 1955	309,999*	235,967†	74,032	324,973†	223,969	101,004	84,093
Total Canada, December 1954	310,490	211,159	99,331	260,174	199,723	60,451	99,067
Total Canada, January 1954	292,623	224,354†	68,269	304,786	225,828	78,958	87,982

* In addition, revised claims received numbered 31,633. †Initial claims considered for supplementary benefit, Table E-5, are included here. In addition 30,042 revised claims were disposed of. Of these, 2,759 were special requests not granted, and 929 were appeals by claimants. There were 4,960 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants*
1953—December	3,276,000	3,037,500	238,500
1954—January	3,328,000	2,937,000	391,000†
February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700
November	3,216,000	3,006,900	209,100
December	3,275,000	3,000,500	274,500

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	2,037	1,067	970	749	6,482 (—)	17,336
Prince Edward Island	597	423	174	335	3,743 (18)	8,870
Nova Scotia	4,233	3,015	1,218	2,872	37,869 (130)	104,369
New Brunswick	4,885	3,361	1,524	2,822	33,145 (29)	86,028
Quebec	26,930	18,935	7,995	18,607	247,049 (624)	634,295
Ontario	27,249	20,080	7,169	21,009	286,023 (793)	779,678
Manitoba	4,600	3,356	1,244	4,127	55,020 (215)	148,618
Saskatchewan	3,291	2,116	1,175	2,110	27,547 (84)	74,785
Alberta	4,643	3,055	1,588	3,015	38,309 (182)	109,255
British Columbia	10,221	6,689	3,532	6,941	91,967 (208)	259,375
Total, January, 1955	88,686*	62,097	26,589	62,587	827,154(2,283)	2,222,609
Total, January, 1954	67,528†	46,536	20,992	44,152	558,644(1,396)	1,202,732

* There were, in addition, 1,032 renewal claims in January, 1955, and 556 in January, 1954.
† Includes 452 renewal claims in January, 1955, and 83 in January, 1954.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1955

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Feb. 1st, 1954	Jan. 3rd, 1955	Feb. 1st, 1955					
(1) St. John's, Nfld.	102·4	102·6	102·7	101·4	108·0	101·6	100·8	103·6
Halifax	113·8	114·3	114·6	106·8	123·3	114·6	118·9	118·5
Saint John	115·8	117·4	117·6	112·6	124·8	116·5	116·4	123·8
Montreal	116·8	117·1	117·1	115·4	134·4	107·2	115·8	116·9
Ottawa	115·5	117·0	117·0	111·0	132·2	111·3	116·7	119·8
Toronto	117·6	118·9	118·7	109·6	145·6	110·3	116·2	119·4
Winnipeg	115·0	115·5	115·4	110·5	125·7	112·7	113·5	118·0
Saskatoon—Regina	113·5	113·9	113·8	109·7	115·6	114·9	117·9	113·2
Edmonton—Calgary	114·3	114·6	114·5	109·4	121·0	112·6	115·7	118·5
Vancouver	116·4	118·4	118·3	111·6	126·1	112·6	125·4	122·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY AND FEBRUARY 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
Cumulative totals	20		11,196		238,200	0·14
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
Cumulative totals	31		11,368		209,239	0·13

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to February 1955					
MANUFACTURING—					
Boots and Shoes (Leather)—					
Shoe factory workers, Quebec, Que.	1	207	825	Jan. 25	For a new agreement providing for prevailing rates for all classifications, closed shop and other changes; concluded February 4; return of workers pending further negotiations; indefinite.
Metal Products—		[3]			
Plumbing and heating equipment factory workers, Toronto, Ont.	2	736	5,800	Oct. 21, 1954	For a new agreement providing for increased wages, following reference to conciliation board; concluded February 10; negotiations; compromise.
Radio parts factory workers, Toronto, Ont.	1	85	1,200	Nov. 1, 1954	For implementation of award of conciliation board for increased wages in new agreement under negotiations; employment conditions no longer affected by Feb. 22–55; indefinite.
Shipbuilding—		[4]			
Electricians, North Vancouver, B.C.	1	94	1,880	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
Miscellaneous—					
Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	9,500	Nov. 16, 1954	For new agreements providing for increased wages, following reference to arbitration boards; concluded February 9; conciliation; compromise.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters and electricians, Hamilton, Ont.	1	12	130	Dec. 23, 1954	For a union agreement and protesting employment of labourers to erect concrete forms; concluded February 15; replacement; in favour of employer.
Highway—					
Labourers, South Burnaby, B.C.	1	5	10	Jan. 21	For payment of building construction rate instead of road construction rate; concluded February 2; negotiations; in favour of employer.
Strikes and Lockouts Commencing During February 1955					
MANUFACTURING—					
Miscellaneous Wood Products—					
Lumber mill workers, Roberval, Que.	1	58	550	Feb. 17	For a new agreement providing for increased wages, union security and changes in working conditions, following reference to arbitration board; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Steel erectors, Toronto, Ont.	1	12	84	Feb. 18	For closed shop union agreement; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts Commencing During February 1955—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES—					
Other Local and Highway—					
Truck drivers, London, Ont.	1	6	6	Feb. 23	Dispute over work available for one driver; concluded February 23; return of workers; in favour of employer.
Miscellaneous—					
Radio station employees, Quebec, Que.	1	14	70	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; unconcluded.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

[3] 205 indirectly affected; [4] 755 indirectly affected.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1954 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects													
Struck by	6	32		17	10	23	2	11	4		1		106
(a) Tools, machinery, cranes, etc.	1	3		1	1	3							9
(b) Moving vehicles	1	1		4	2	11		8	3		1		31
(c) Other objects	4	28		12	7	9	2	3	1				66
Caught In, On or Between Machinery, Vehicles, etc.	2	1		5	3	2		7	1		1		22
Collisions, Derailments, Wrecks, etc.	15	7	10	13	15	13		17	7		7		104
Falls and Slips	3	7	2	4	5	20	2	6	2		8		59
(a) Falls on same level		1	1		2				1				5
(b) Falls to different levels	3	6	1	4	3	20	2	6	1		8		54
Conflagrations, Temperature Extremes and Explosions	3	1		10	9			6					29
Inhalation, Absorptions, Asphyxiation, etc.				8	6	1			1				16
Electric Current				1	4	3	2	2					12
Over-exertion and Industrial Diseases	1			1	2	3		3			5		15
Miscellaneous Accidents		1	1			2							4
Total, Fourth Quarter—1954	30	49	13	59	54	67	6	52	15		22		367
Total, Fourth Quarter—1953	23	37	8	45	65	68	6	47	18	4	14		335

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1954

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture		1	1	1	6	9	2	1	7	2		30
Logging				3	10	9			1	26		49
Fishing and Trapping			4		1	1				7		13
Mining and Quarrying	1		11	3	5	12		4	10	13		59
Manufacturing	2		5	2	8	25	1		3	8		54
Construction			6		21	12	7	2	13	6		67
Electricity, Gas, Water Production and Supply			1		1	2			2			6
Transportation, Storage and Communications			1	2	12	16	2	4	4	10	1	52
Trade				1	5	6	1			2		15
Finance												
Service					3	9	1	2	1	3	3	22
Unclassified												
Total	3	1	29	12	72	101	14	13	41	77	4	367

MAY 15, 1955

CURRENT manpower and labour relations REVIEW

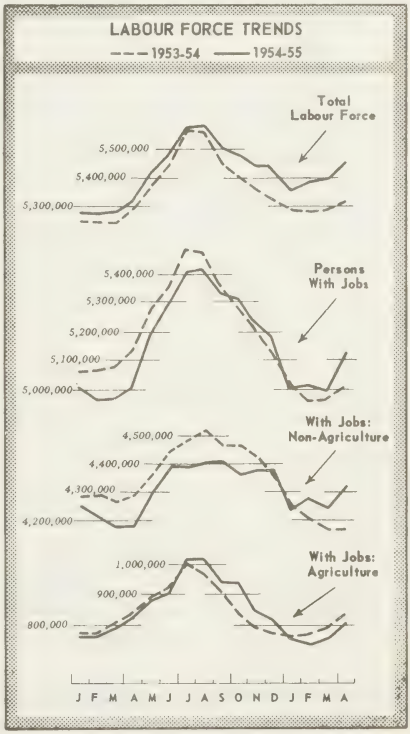
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

ALL parts of the country reported that the exceptionally good weather in April made possible an early start on construction, farming and other outdoor work. In addition, most manufacturing industries appeared to be making moderate but steady additions to staff, in contrast to the substantial lay-offs at this time last year. As a result, both the increase in employment and the decline in unemployment were far greater in April this year than last.

In the week of April 23, the number of persons with jobs was estimated at 5,123,000, a gain of 124,000 over the previous month, and 117,000 over the previous year. The number of persons without jobs and seeking work was estimated at 327,000, which was 74,000 lower than a month earlier, but still 21,000 higher than a year before.

Agriculture accounted for 48,000 of the 124,000 increase in employment during the month. Last year, it accounted for the entire increase of 36,000. As might be expected, almost three-quarters of this year's increase was in the Prairie Provinces. Non-agricultural industries registered an increase of 76,000 in April, of which Ontario and Quebec each accounted for



A Monthly *Labour Gazette* Feature

almost one-third. The remainder was distributed fairly evenly among the other three regions. No increase was recorded in non-agricultural industries at this time last year.

The drop in the number of persons without jobs and seeking work amounted to 18 per cent, compared with a decline of less than 5 per cent during the same period in each of the last two years. The "seeking work" estimate now stands at 6 per cent of the labour force, compared with 5.8 per cent a year ago.

Post-War Employment Trends

The recent upturn in employment reflects an earlier strengthening of the economy. It is now clear that the downturn was halted by the middle of 1954 and that the general level of business has risen moderately since then. In the last half of 1954, non-farm output (seasonally adjusted annual rates) rose by $700 million or 3 per cent, a trend that continued into the first quarter of 1955. In January, the index of manufacturing production showed a year-to-year rise for the first time in a year; the increase continued in February. These developments, together with increasing levels of construction and exports, indicate that the economy is once more expanding. The purpose here is to examine the employment downturn during 1953-1954 against the background of the experience of the preceding six years.

First, however, two particular aspects of the employment situation in recent months should be noted. One is that the rise in the underlying employment trend did not occur until at least six months after the upturn in production. This lag stems partly from the fact that when production expands after a period of contraction, employers usually reduce short-time work before hiring extra staff. The reluctance to hire additional workers has been accentuated by the increasing competition encountered by Canadian producers since 1953. Continuing emphasis on production costs has led to increased output without equivalent increases in employment.

A second feature of the labour market recently is that, while the year-to-year comparisons have shown an increase in employment, there has been no corresponding reduction in unemployment. The explanation of this is that the labour force has increased more quickly than employment. In the past few months, the labour force has been increasing at almost double the average annual rate for the post-war period. One reason is that a greater proportion of the population has been participating in the labour force. Another more gradual influence is the rise in the birth rate that began in the last war and that is now bringing an increasing number of young people into the labour force.

The Period of Expansion, 1947–1953

Recent developments are in sharp contrast to those of earlier post-war years, when labour requirements could only be met through the full utilization of the labour force and vigorous efforts to attract immigrants. Some of the more notable features of the period were the discovery and development of new sources of raw material and power and marked expansion of manufacturing capacity. This rapid economic growth was

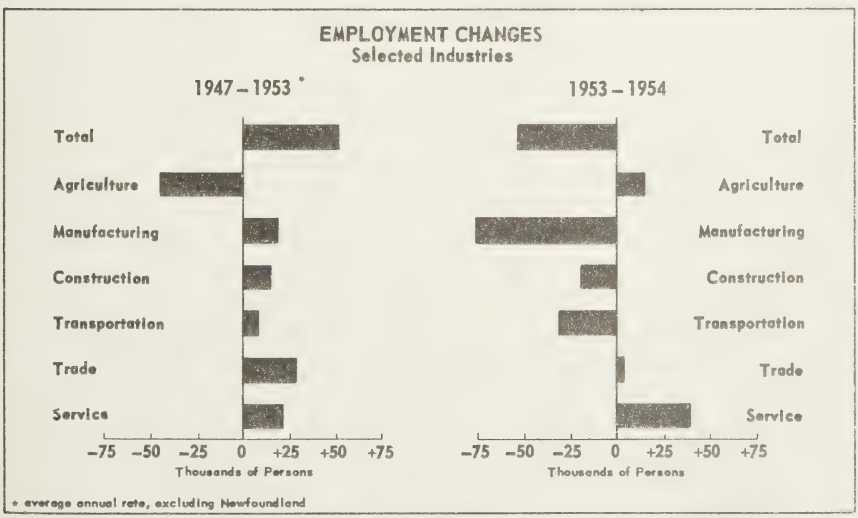
matched by equally striking developments in the labour market. In the period 1947 to 1953, non-farm employment (excluding Newfoundland) increased by about 570,000, an average annual increase of 2.5 per cent. In the United States the comparable employment figure rose by only 2 per cent annually.

The labour force increased by 340,000 in the six-year period. The increase of 570,000 in non-farm employment was therefore accomplished partly by drawing on the agricultural labour force, which declined by an estimated 23 per cent. The movement out of the farm labour force followed from increasing mechanization of farm operations. In 1953 the output of Canadian farmers was one-fifth larger than in 1947, although the labour force had dropped to less than four-fifths of its previous size.

Since total employment rose as quickly as, and at times more quickly than, the labour force, unemployment fell to exceptionally low levels. The number of persons without jobs and seeking work ranged, on the average, from 2 to 2.5 per cent of the labour force, except in 1950, when it reached 3.2 per cent.

All major industry groups shared in the rapid employment expansion, although their growth varied widely. As might be expected, construction expanded the most, employment increasing by one-third. Manufacturing, although one of the chief expansional forces of the period, recorded a relatively small employment increase (8 per cent). On the other hand, employment in the trade and service industries together rose by 20 per cent.

Manufacturing employment increased most rapidly during the Korean War, partly under the stimulus of the defence program. The aircraft industry, in which employment rose from about 11,000 in 1950 to 44,000 in 1953, accounted for about one-fifth of the total increase in manufacturing. Gains in other industries were attributable to both the defence



program and rising civilian demands. The electrical apparatus, motor vehicle, clothing and iron and steel products industries accounted for a further two-fifths of the total increase in manufacturing employment.

The Period of Contraction 1953–1954

In the accompanying table, the pattern of change in the labour force (employment and unemployment) during the downturn following mid-1953 is compared with that of earlier years.

Changes in the Labour Force

	1953-54	1947-1953* Total	1947-1953* Annual Average
Labour Force	+42,000	+338,000	+56,000
Persons with Jobs	−53,000	+304,000	+51,000
Persons without Jobs and Seeking Work	+95,000	+ 34,000	+ 6,000

*Excluding Newfoundland.

One notable feature is that employment decreased last year by as much as the average annual increase of the previous six years. At the same time, the labour force continued to rise, although the increase was much smaller than previously. The growth of the labour force and the decline in employment both contributed to a sharp rise in unemployment in 1954. The number of persons without jobs and seeking work averaged 4.2 per cent of the labour force in 1954, compared with 2.5 per cent in 1953. Some recovery in employment occurred in the last quarter of 1954 but the number of persons without jobs and seeking work continued to rise, largely because of increasing participation in the labour force. During the winter low in activity in March 1955 this figure reached a post-war peak of 7.4 per cent of the labour force.

The effects of the business contraction were largely concentrated in the manufacturing and transportation industries. During 1953-1954, these two industries both showed an employment loss amounting to three-quarters of the employment gain recorded during the preceding six years. The construction industry also showed some employment loss in spite of a substantial gain in residential building. On the other hand, employment in agriculture increased, in contrast to the earlier post war trend, and in the service industry, it rose by much more than the annual average of the previous six years.

Employment declines in manufacturing largely reflect the sharp reductions in the output of machinery, iron and steel products, electrical apparatus, transportation equipment and textiles. These industries accounted for virtually all of the employment loss in manufacturing during 1954. Employment in the manufacture of paper products continued to rise substantially, although it tended to level off at the end of the year. In the food and beverages, chemicals and non-metallic mineral products industries, employment continued to expand moderately.

Manufacturing production reached a trough in mid-1954 and has since increased substantially, one important reason being behaviour of business inventories. Inventory reduction stopped in the last half of 1954 and reports indicate substantial accumulation in many industries in the first quarter of 1955. Another encouraging feature was the upward movement of export trade, especially in forest products, base metals and other primary products. Although these developments did not generate an immediate increase in employment, they provided a solid base for the employment gains that have taken place recently.

Labour-Management Relations

ALTHOUGH important collective bargaining was in process during May, the most significant industrial relations development was the progress made by Canada's two largest labour congresses towards unity. According to the 1955 survey of labour organization by the Economics and Research Branch, the combined membership of these two congresses rose by 5,000 during the past year to reach a total close to 1,000,000 at January 1, 1955.

Agreement Reached on Labour Unity

Early this month, representatives of the Trades and Labor Congress of Canada and the Canadian Congress of Labour, following a preliminary meeting held in April (see p. 506), approved the terms of an agreement merging the two organizations. The merger agreement is scheduled to be submitted for ratification to the TLC Convention beginning at the end end of this month and to the CCL Convention next October.

The proposed agreement deals with the name (Canadian Labour Congress) and general organization of the unified labour body, the methods of financing, no-raiding provisions between member-unions, broad operational procedures and officer structure. This pact is the result of several months of negotiations between officials of the two labour organizations. It follows a similar unity agreement in the United States between the American Federation of Labor and the Congress of Industrial Organizations.

If the merger agreement is approved by the conventions of both congresses, the resulting unified congress would have an affiliated membership of nearly 1,000,000 workers, or approximately four out of every five Canadian union members.

Labour Organization

Membership of the two major congresses and of other union groups in Canada is shown in the accompanying table derived from the annual survey of labour organization. While the TLC and CCL both showed slight membership gains, some of the other groups lost little ground. In general, however, union membership showed very little change.

Congresses and Unaffiliated Union Groups	Membership	
	Jan. 1, 1955	Jan. 1, 1954
Trades and Labor Congress of Canada	600,791	596,004
Canadian Congress of Labour	361,271	360,782
Confédération des Travailleurs Catholiques du Canada, Inc.	99,801	100,312
American Federation of Labor[1]	9,290	9,748
Congress of Industrial Organizations only[2]	2,500	2,430
Unaffiliated international railway brotherhoods	40,307	40,922
Other unaffiliated international unions	58,627	62,127
Unaffiliated national, regional and local organizations	95,620	95,586
TOTALS	1,268,207	1,267,911

[1]Unions affiliated with the American Federation of Labor but not with the Trades and Labor Congress of Canada.

[2]Unions affiliated with the Congress of Industrial Organizations but not with the Canadian Congress of Labour.

Complete results of the survey will be contained in the *Forty-Fourth Annual Report on Labour Organization in Canada* to be published later this year.

Current Settlements and Negotiations

At mid-May the first settlements of the year had been reached in the pulp and paper industry and negotiations were taking place in key centers in the construction industry. Collective bargaining was also in progress in other basic industries including logging and sawmills, automobile and transportation equipment manufacturing, metal mining, primary steel and civic administration. Current negotiation of collective agreements was accompanied by relatively few work stoppages.

Automobiles — Negotiations were in progress between the United Automobile Workers (CIO-CCL) and General Motors of Canada, Limited, at Oshawa, Ont. Included in the union's demands was a request for a guaranteed annual wage plan. The union also presented an identical demand in its contract negotiations with Ford and General Motors in the United States.

Under the union proposal, employees with seniority would accumulate one week of guaranteed annual wage credit for every two weeks worked, up to a maximum guarantee of 52 weeks. The wage guarantee would be sufficient to maintain the same living standards for workers as when they are fully employed. Laid-off workers would have to register with the National Employment Service and accept "suitable" work if offered. Their payment under the plan would be reduced by the amount earned on other jobs or by the amount of any unemployment insurance received. The plan, which also contains a guaranteed week feature applicable to all workers, would be entirely financed by the employers, with a limited maximum liability, and administered jointly with the union.

Pulp and Paper — Contract negotiations are in progress between several pulp and paper firms and a group of AFL-TLC unions and settlements have been reached in a number of cases. The Abitibi Power and Paper Co., Limited, has agreed to a new agreement covering nearly 5,000 workers at mills in Quebec, Ontario and Manitoba. Terms of settlement at Abitibi are along the same lines as those reported earlier for the Canadian International Paper Company and three subsidiary companies: a 5-per-cent wage increase, increased shift differentials and an improved health and welfare plan.

Construction — Contract negotiations in the construction industry are progressing at a normal pace between builders' exchanges and AFL-TLC unions and CCCL-affiliated syndicates in Quebec. At the time of writing, no settlement had been reported in negotiations affecting most of the construction trades in the key cities of Montreal, Toronto and Vancouver, where wage increases form the main union demand. In Montreal, most AFL-TLC construction unions bargain jointly with CCCL syndicates. The working conditions set by the agreement between the unions and the builders' exchange are usually extended under the Collective Agreement Act of Quebec to all workers in the area. The contract

dispute has now been referred to a conciliation board. This year, a committee of the Toronto Builders' Exchange is exploring with an AFL-TLC union committee the possibility of establishing a standard agreement on non-wage items to include all or most trades. A master agreement was reached recently between the unions and the Labour Relations Association, St. Lawrence Power Project, in Ontario (L.G., Apr., p. 382).

Agreements have now been reached in several other cities. Practically all new agreements include wage increases varying from 2 to 15 cents per hour. A large number of the new contracts are to run for two years and wages are reported to be the main item changed. Vacation pay has been increased from 2 to 4 per cent of yearly earnings in a number of cases.

Work Stoppages

Preliminary figures show that 22 work stoppages were in progress during April, involving 2,683 workers and a time loss of 25,912 man-days, compared with 11 work stoppages in March, involving 1,956 workers and a time loss of 13,971 man-days. Totals for April 1954 were: 34 work stoppages, 2,297 workers and a time loss of 25,081 man-days.

Wage Rate Changes, October 1953–54

A number of indexes have now been calculated from data obtained in the October 1954 annual survey of wage rates and hours of work in Canada undertaken by the Economics and Research Branch. The accompanying table shows indexes for 12 of the more important industries.

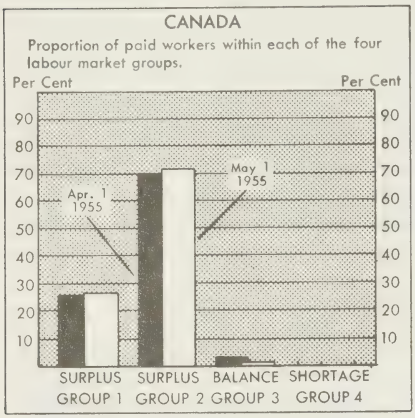
In general, these indexes indicate a continuing upward movement of wage rates but the increases are for the most part smaller than in the period 1952-53. The largest change occurred in the pulp and paper industry where wage rates increased by 5 per cent.

It should be pointed out that the changes shown in the indexes are not entirely or always due to direct wage-rate increases but may also result from changes in piece-work earnings (owing to changes in output of workers, in methods of operations, in organization, etc.), employment variations, and other factors.

Indexes of Wage Rates in Twelve Selected Industries, 1953 and 1954 (1949=100)

Industry	1954	1954	% Change 1953–54	% Change 1952–53
Logging	138.0	135.5	1.8	1.6
Gold Mining	125.4	120.7	3.9	0.2
Woollen and Worsted Woven Goods and Yarn	134.6	131.6	2.3	4.1
Rayon, Nylon and Silk Textiles	125.4	124.3	0.9	3.4
Pulp and Paper	146.9	139.8	5.1	6.6
Agricultural Implements	142.5	138.9	2.6	1.2
Primary Iron and Steel	140.1	137.3	2.0	4.2
Motor Vehicles	130.0	129.8	0.2	3.2
Railroad & Rolling Stock Equipment	134.1	128.4	4.4	6.2
Shipbuilding and Repairing	140.1	136.2	2.9	4.0
Urban & Suburban Transportation Systems	140.2	135.0	3.9	3.8
Electric Light and Power	149.7	145.5	2.9	8.7

Manpower Situation in Local Areas



THE seasonal upturn in employment during April was more pronounced this year than last, largely because of fine weather throughout Canada. Labour surpluses were reduced sufficiently to cause reclassification of 22 areas from the substantial to the moderate labour surplus category and four from the moderate surplus to the balanced category. The rapid seasonal increase in employment reduced the number of substantial surplus areas to approximately year-earlier levels for the first time in some months.

Improvement in labour market classifications occurred chiefly in Ontario and the Prairies and to a lesser extent in the Quebec and Atlantic regions. In the Pacific region, on the other hand, the usual spring break-up in the interior of British Columbia resulted in increased unemployment in two logging areas, bringing them from the moderate to the substantial labour surplus category. This was offset, however, by the reclassification of two other areas from the substantial to the moderate surplus category.

The upturn in construction activity was largely responsible for the improvement in the labour market situation in the two metropolitan areas of Hamilton and Winnipeg and in the industrial centers of Peterborough, Sherbrooke, and Timmins-Kirkland Lake, while improvement in most of the smaller areas in the Prairies and southern Ontario was largely the result of increased hiring of farm labour. Other factors contributing to the reduction of unemployment were in the opening of inland water transportation in Quebec, Ontario and the Maritimes, increased fishing and fish processing in the Atlantic region and forestry operations on the Pacific coast and in parts of the Ontario and Atlantic regions.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	May 1 1955	May 1 1954	May 1 1955	May 1 1954	May 1 1955	May 1 1954	May 1 1955	May 1 1954
Metropolitan	3	3	8	8	–	–	–	–
Major Industrial	11	12	15	14	1	1	–	–
Major Agricultural	4	3	10	8	–	3	–	–
Minor	27	26	27	26	3	5	–	–
Total	45	44	60	56	4	9	–	–

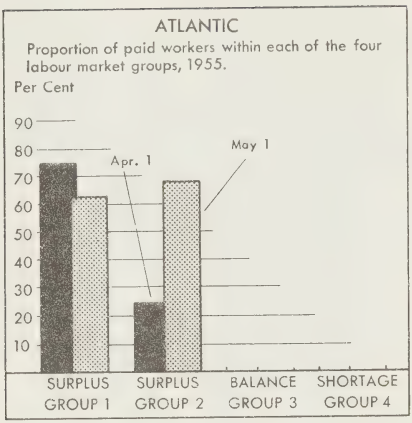
*See inside back cover, April *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS,

May 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton → HAMILTON Montreal Ottawa – Hull Toronto Windsor → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William – Port Arthur Farnham – Granby Joliette Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Trois Rivières	Brantford Guelph Halifax Kitchener London Niagara Peninsula Oshawa → PETERBOROUGH Saint John → SARNIA → SHERBROOKE Sudbury → SYDNEY → TIMMINS – KIRKLAND LAKE Victoria	→ KINGSTON	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Prince Albert Rivière du Loup Thetford – Megantic – St. Georges	Barrie Brandon → CHATHAM → LETHBRIDGE Moose Jaw North Battleford Red Deer Regina Saskatoon → YORKTON		
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Beauharnois Bracebridge Campbellton CRANBROOK ← Dauphin Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE ← Quebec North Shore Rimouski Sorel Ste. Agathe – St. Jérôme St. Stephen Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BRIDGEWATER Belleville – Trenton → CENTRAL VANCOUVER ISLAND → CHILLIWACK → DRUMHELLER → DRUMMONDVILLE Dawson Creek Galt Goderich → LACHUTE – STE. THERESE → LINDSAY Listowel → MEDICINE HAT → NORTH BAY → OWEN SOUND → PEMBROKE Prince Rupert → SAULT STE. MARIE Simcoe St. Hyacinthe St. Jean Swift Current Trail – Nelson Truro Walkerton Weyburn Woodstock – Ingersoll	→ BRAMPTON → STRATFORD → ST. THOMAS	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



EMPLOYMENT expanded more quickly in the Atlantic region during April this year than in the same month of the past two years, largely because of favourable weather. At April 23, the number of persons with jobs totalled 446,000, an increase of 14,000 over the previous month and 18,000 over the previous year. Unemployment declined notably during April in contrast to a year ago, when it increased slightly owing to the unusual delay in the spring pick-up.

Employment was expanding throughout the region, particularly during the last half of the month, as non-farm activities developed according to the usual seasonal pattern. The rise in non-farm employment occurred in a large number of industries. Fishermen and fish processing plants were more active, although the fishing season was still not far advanced by the end April. Demands for loggers increased moderately as the river drives got under way. Employment changed very little in sawmill and trucking establishments since temporary weight restrictions continued to curtail highway traffic. The opening of navigation on the St. Lawrence resulted in a slight decline in Atlantic port activity but layoffs were below normal for the season.

As usual, jobs in the construction industry were increasing gradually in April. In the industrial areas, a fairly large volume of building was under way by the end of the month but work had not yet advanced far enough to strengthen the demands for construction tradesmen to any great extent. Workers released at the Gagetown, N.B., army site earlier this year were recalled during the month as contractors began land clearing and grubbing operations. Favourable progress was made in erecting buildings at the site but there were no significant staff additions.

While the upturn in employment reduced labour surpluses in almost all areas, the improvement was not sufficient to cause much change in the local labour market classifications. Sydney and Bridgewater were the only areas reclassified -- from the substantial to the moderate labour surplus category. At the beginning of May, five of the 21 areas in the region were in the moderate and 16 in the substantial labour surplus category, the same distribution as last year.

Local Area Developments

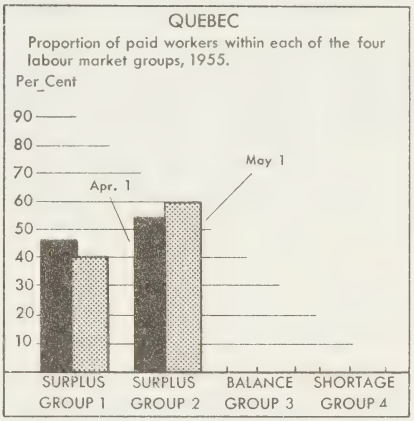
St. John's (metropolitan). Remained in Group 1. Rehiring of approximately 500 iron ore miners at Bell Island reduced labour surpluses in this area. A slight pickup also occurred in construction activity, both locally and at the northern defence sites.

Sydney (major industrial). Reclassified from Group 1 to Group 2. Employment increased mainly as a result of rehiring in the water transportation and iron and steel industries. A number of other industries such as fishing and construction were also more active than a month earlier.

Bridgewater (minor). Reclassified from Group 1 to Group 2.

QUEBEC

THE spring pick-up proceeded more quickly in the Quebec region this year than last, partly owing to good weather. Stevedores, longshoremen and seamen were being hired, as water transportation quickly returned to regular levels of activity, and construction work also advanced steadily, reflecting the heavy investment program scheduled for the region this year. Fishing and agricultural activities, on the other hand, increased slowly and unemployment was still considerable in rural areas largely dependent on primary industries. The number of persons with jobs at April 23 was estimated at 1;411,000, an increase of 27,000 from the preceding month and a decrease of 1,000 from a year earlier.



Weakness in both durable and non-durable manufacturing industries continued to create surpluses of factory workers and employment in manufacturing industries at the beginning of February was still 5 per cent lower than a year before. Production decreased particularly in munitions factories and in shipbuilding associated with defence, causing layoffs in Montreal, Sorel and Levis. Some of the workers released, however, were absorbed by other industries.

Renewed seasonal activity was reflected in the decline in labour surpluses in all but a few local labour market areas. Three areas were reclassified from the substantial to the moderate labour surplus group during April, bringing the total in the moderate group to six at May 1; 18 remained in the substantial labour surplus category. A year earlier, 7, were in the moderate and 17 in the substantial labour surplus category.

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Further expansion in the construction industry resulted in the re-employment of large numbers of carpenters, construction machine operators and labourers during the month. At the same time, the spring opening of the port of Montreal reduced unemployment among longshoremen, stevedores and seamen. By the end of April, the number of male workers registered for work at NES offices was about the same as a year earlier; the number of women remained higher.

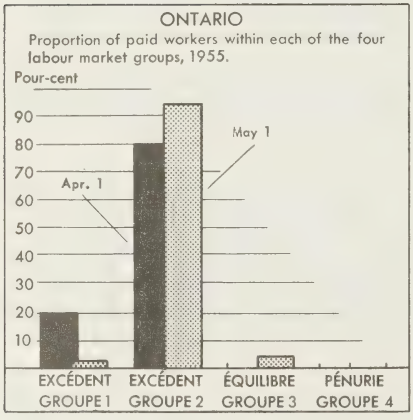
Quebec-Levis (metropolitan). Remained in Group 1. By the end of April, unemployment among port workers had been greatly reduced. Large numbers of carpenters and unskilled construction workers, however, were still seeking work because of the slow start made on the construction program. Unemployment among loggers was expected to fall sharply as river driving operations get under way as usual in May.

Sherbrooke (major industrial). Reclassified from Group 1 to Group 2. The usual seasonal expansion in employment more than offset the low level of employment in the iron and steel and some knit goods industries. The construction industry, where considerable activity is expected this year, accounted for most of the increase in employment during the month.

Drummondville (minor). Reclassified from Group 1 to Group 2. Minor production gains in a number of manufacturing industries, together with greater seasonal activities generally, reduced labour surpluses during the month. Unemployment in the area remained lower than a year earlier.

Lachute-Ste. Thérèse (minor). Reclassified from Group 1 to Group 2.

ONTARIO



THE seasonal upswing in outdoor activity was more rapid than usual in Ontario during April. The number of persons with jobs increased by 34,000 to an estimated total at April 23 of 1,921,000, about 38,000 higher than a year before. Last year, bad weather delayed the spring pick-up so that the increase in employment was only small until May. Unemployment, which had been higher throughout the past winter than the winter before, fell sharply during April to a level close to that of April 1954.

The largest employment increases were in the construction, agriculture, lake shipping and fishing industries. In some areas dry weather permitted the resumption of wood cutting and hauling during the latter part of the month. The motor vehicle and parts industry was operating at capacity but there was little change in other manufacturing industries.

The earlier-than-usual seasonal increase in employment resulted in the reclassification of 10 of the 34 areas in the region from the substantial to the moderate labour surplus category and four from the moderate surplus to the balanced category. At May 1, two areas were in the substantial and 28 in the moderate surplus categories and four were in balance, compared with five in the substantial surplus, 25 in the moderate surplus and five in the balanced categories a year earlier.

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 1 to Group 2. Demand for experienced farm workers picked up during the month. Construction was proceeding very slowly this year and very little change occurred in manufacturing employment during the month. Shortage of engineers and mechanical draughtsmen continued. The labour surplus was slightly lower than at the same time a year ago.

Ottawa - Hull (metropolitan). Remained in Group 2. Construction activity accelerated towards the end of April and demand for painters, decorators, and city cleanup and repair staffs was strong. At the end of the month unemployment was still slightly higher than a year earlier.

Toronto (metropolitan). Remained in Group 2. Increased demand for construction, transportation, agricultural and landscape workers reduced labour surpluses to some extent during the month. The increase in manufacturing employment, however, was small and some plants were still on short time. Unemployment remained higher than a year ago.

Windsor (metropolitan). Remained in Group 2. Employment continued to increase as automobile and parts production reached capacity. Construction in the area was still slow.

Kingston (major industrial). Reclassified from Group 2 to Group 3. Winter repair work at the shipyards was completed and all lake boats were back in operation. Manufacturing plants were all busy.

Peterborough (major industrial). Reclassified from Group 1 to Group 2. Favorable weather greatly increased employment in construction and agriculture. Manufacturing continued slow.

Sarnia (major industrial). Reclassified from Group 1 to Group 2. Opening of navigation, together with the increased seasonal demand for construction and agricultural workers, reduced labour surpluses.

Timmins - Kirkland Lake (major industrial). Reclassified from Group 1 to Group 2. Exceptionally good weather in April increased the level of construction activity and permitted the resumption of log cutting.

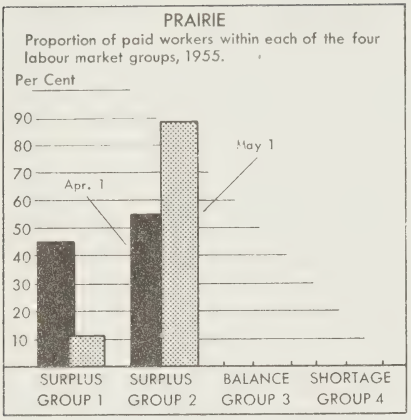
Chatham (major agricultural). Reclassified from Group 1 to Group 2.

Brampton, St. Thomas, and **Stratford** (minor). Reclassified from Group 2 to Group 3.

Lindsay, North Bay, Owen Sound, Pembroke, and **Sault Ste. Marie** (minor). Reclassified from Group 1 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region showed a further seasonal increase during April. The most marked improvement was in farm employment but a steady increase also occurred in non-farm activities. In March and April, employment in agriculture rose by 53,000, compared with 24,000 during the same period last year. Seasonal expansion of farm work was unusually slow a year ago owing to cold weather throughout April. The estimated number of persons with jobs at April 23, 1955, was 921,000, an increase of 39,000 from a month earlier and 45,000 from a year earlier.



Unemployment remained at a slightly higher levels than a year ago but the year-to-year gap was narrowing.

A large volume of construction work was begun in Manitoba and southern Alberta during the month but in Saskatchewan and northern Alberta, construction activity was slow. Although manufacturing plants were busier than in March, employment showed very little change.

Total employment increased sufficiently during April to bring five areas from the substantial to the moderate labour surplus category. As a result, 16 of the 20 areas in the region were in the moderate and four in the substantial labour surplus category at May 1. At the same time last year, one area was in the substantial surplus category, 14 were in the moderate surplus category and five were in balance.

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Employment increased seasonally but the gain was not large in any one industry. Labour surpluses persisted in almost all occupations, though qualified stenographers, typists, bookkeepers and junior office clerks were in strong demand. Total employment continued to be higher than a year ago because of the large volume of construction work.

Edmonton (metropolitan). Remained in Group 2. Demands for farm labour and construction workers increased rapidly in the first half of April but declined in the last half, following a heavy snow storm. All major industries in the area showed improvement over a year earlier.

Winnipeg (metropolitan). Reclassified from Group 1 to Group 2. Construction labour requirements increased sharply in this area during April. Fewer workers were employed at the railway shops than a year ago but total manufacturing employment was slightly higher because of a notable improvement in the food and beverage industries. Wholesale and retail trade were more depressed than last year, largely as a result of smaller cash income from the wheat crop.

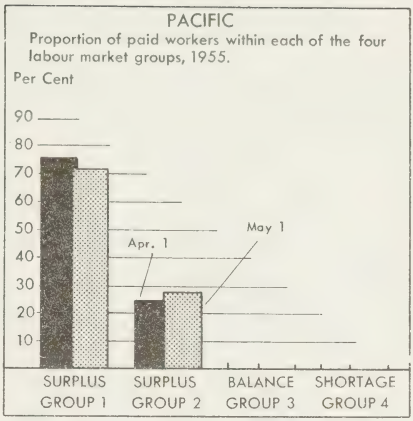
Yorkton and **Lethbridge** (major agricultural). Reclassified from Group 1 to Group 2.

Drumheller and **Medicine Hat** (minor). Reclassified from Group 1 to Group 2.

PACIFIC

JOB opportunities increased substantially during April in the Pacific region. Growing activity in several industries stimulated the demand for most types of workers, particularly in logging and construction. Hirings increased in several manufacturing industries and in mining

and agriculture. As a result, the estimated number of persons with jobs in the week ended April 23 rose to 424,000. This was 10,000 more than a month earlier and 17,000 more than a year before.



Although the tempo of logging operations increased, activity was reduced in some areas because of the spring break-up. Lumber production continued at a high level. Agricultural work increased, bringing about a moderate increase in requirements for farm workers. Steel fabricating plants, foundries, machine shops, plywood mills and sash and door factories were hiring more workers. Several major construction projects got under way and a considerable volume of house and apartment building was in progress.

Four labour market areas were reclassified during the month. Two moved from the substantial to the moderate labour surplus category and two, because of the delays caused by the spring break-up, moved from the moderate to the substantial labour surplus category. At the beginning of May, five of the ten areas in the region were in the moderate and five in the substantial labour surplus category. A year ago, the same number appeared in each category, but the employment situation was less favourable in most areas.

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Labour surpluses declined considerably but not enough to reclassify the area to the moderate surplus category. Logging activity continued at a high level and crews were larger than a year ago. Sawmills had a good month but some mills had to shut down because of temporary log shortages caused by bad towing weather. The demand for miners in gold and base metal mining increased. Steel fabricators were busier, as were foundries, machine shops, sheet metal plants and furniture and woodworking factories. The demand for construction workers increased.

Victoria (major industrial). Remained in Group 2. Logging camps and sawmills operated steadily. The volume of construction work was increasing and a very busy year is expected.

Cranbrook and **Prince George** (minor). Reclassified from Group 2 to Group 1. Logging and sawmilling were considerably reduced by the spring break-up.

Chilliwack and **Central Vancouver Island** (minor). Reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of May 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	April 23	5,450,000	+ 0.9	+ 2.6
Persons with jobs	April 23	5,123,000	+ 2.5	+ 2.3
At work 35 hours or more	April 23	4,636,000	+ 3.4	+58.8(1)
At work less than 35 hours	April 23	370,000	− 5.4	−81.3(1)
On short time	April 23	33,000	−29.8	−45.0
Usually work less than 35 hours	April 23	232,000	+ 2.7	+13.2
Other reasons	April 23	105,000	−11.0	−93.9(1)
With jobs but not at work	April 23	117,000	− 5.7	+ 6.4
Laid off full week	April 23	14,000	−22.2	−30.0
Other reasons	April 23	103,000	− 2.8	+14.4
Paid workers	April 23	3,895,000	+ 1.8	+ 3.4
In agriculture	April 23	100,000	+22.0	+ 3.1
Non-agricultural	April 23	3,795,000	+ 1.4	+ 3.4
Persons without jobs and seeking work	April 23	327,000	−18.5	+ 6.9
Registered for work, NES (b)				
Atlantic	April 21	76,249	− 9.7	− 0.8
Quebec	April 21	201,965	− 7.2	+ 7.6
Ontario	April 21	145,857	−16.8	+ 2.9
Prairie	April 21	82,881	−13.0	+15.2
Pacific	April 21	49,362	−18.2	− 4.3
Total, all regions	April 21	556,314	−12.1	+ 5.0
Claims for U.I. Benefit				
Ordinary	April 1	406,651	− 9.2	− 1.5
Supplementary	April 1	156,639	+19.7	+58.8
Amount of Benefit Payments	March	$45,437,011	+30.2	+22.2
Industrial employment (1949=100)	Feb. 1	105.8	− 3.0	− 1.1
Manufacturing employment (1949=100)	Feb. 1	103.6	+ 0.4	− 4.3
Immigration	1st qtr.	17,627	—	−37.6
Industrial Relations				
Strikes and lockouts — days lost	April	25,912	—	+11.7(c)
No. of workers involved	April	2,683	—	+ 3.8(c)
No. of strikes	April	22	—	−38.6(c)
Earnings and Income				
Average weekly wages and salaries	Feb. 1	$60.12	+ 2.8	+ 2.8
Average hourly earnings (mfg.)	Feb. 1	$ 1.43	− 0.1	+ 1.6
Average hours worked per week (mfg.)	Feb. 1	40.9	− 0.5	+ 0.5
Average weekly earnings (mfg.)	Feb. 1	$58.36	− 0.6	+ 2.1
Consumer price index (av. 1949=100)	April 1	116.1	+ 0.1	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	120.3	− 0.5	+ 1.6
Total labour income $000,000	January	984	− 4.0	+ 4.1
Industrial Production				
Total (average 1935-39=100)	February	247.6	+ 3.9	+ 3.4
Manufacturing	February	253.8	+ 4.8	+ 1.1
Durables	February	306.1	+ 3.9	− 1.4
Non-Durables	February	220.3	+ 5.5	+ 3.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(1) Good Friday fell in Survey week.

Notes of Current Interest

Government Offers Plan To Assist Unemployed

A plan whereby the federal Government would pay a share of the costs of providing financial assistance to persons not receiving unemployment insurance benefits was offered to the ten provincial delegations attending the federal-provincial conference in Ottawa April 26 and 27, according to press reports. Only the opening session was open to the press.

In making the offer, it is reported that Prime Minister St. Laurent explained that both employable and unemployable persons would be covered by the scheme and suggested that federal payments be on a sliding scale: beginning at 30 per cent, increasing to 40 per cent when the number of unemployed exceeded a specified figure, and increasing again to 50 per cent when the number exceeded another specified figure.

It would be left to the provinces to decide how to divide the costs between a province and its municipalities.

In a communique issued after the conference had closed it was announced that the federal proposal had been referred to a committee of officials who will collect the essential facts and study the technical problems involved. The committee will report to a meeting of federal and provincial cabinet ministers as soon as possible and it is hoped they can reach a formula in time to allow its enactment into law before the end of the current session of Parliament.

Toronto Pays Assistance

On April 1 the Toronto city council decided to give the city's approximately 2,500 unemployed not receiving unemployment insurance a chance to earn $20 a week from the city by working in the parks. To obtain assistance an applicant had to be a resident of the city since January 1, 1954, and had to be willing to accept the employment offered.

Govt. Urged to Study Guaranteed Wage Plans

A comprehensive study of the implications of the guaranteed annual wage by the Department of Labour and submission of the findings to the House Committee on Industrial Relations was urged by David Croll, Member of Parliament for Toronto-Spadina, speaking in the House of Commons budget debate on April 20.

"This is not time to stand aloof," he said. "It will be on us before we know it. I think we should study the problem before it becomes a labour issue. In that light I present the matter to the government for consideration".

Mr. Croll said that "the guaranteed annual wage is not revolutionary; it is evolutionary". He added that he did not consider the guarantee of wages as "a panacea" but felt that it was "a tool which can be put to work to round out a program of greater security and which will make for harmonious industrial relations and a more lasting prosperity".

Referring to the concept of guaranteed employment, the Member of Parliament said:

> A guaranteed employment, or a guaranteed wage plan, is a formal commitment by an employer to provide all or some of his employees a stipulated amount of work or wages during the year. Under guaranteed employment a certain amount of work is guaranteed. Under the guaranteed wage plan income is guaranteed. The difference between the two forms is largely one of emphasis. Many employers have voluntarily attempted to provide year-round employment not only because of such intangible but important benefits as better labour relations and the goodwill of the community, but also because of the savings to be derived from reduced turnover of personnel and the improved employee morale which result from eliminating the workers' fear of unemployment.

Concerning the effect of the plan on industry, Mr. Croll said:

> I do not think the guaranteed annual wage will affect industry adversely. I think it will provide it with an exercise in planning and economics which it can solve in the same way it has solved other very difficult problems. If they must find work for their employees on a year-round basis they will learn to make cuckoo clocks, and they will make them better than before. They will sell more and more, and sell them on the time payment plan in order to provide employment and profit. It is not good enough for industry to say that they will have to meet consumer demand, for it is well known that they not only stimulate but they create consumer demand.

The Toronto Member reported that in 1954 there were eight guaranteed annual wage plans in existence in Canada covering a total of about 1,050 employees. He said that since then other companies have introduced guaranteed wage plans but that they have generally restricted them to a certain limited number of hours per week.

Other Views

Other views on the guaranteed annual wage were expressed last month by the United Church, the President of the Trades and Labour Congress, the President of the United States' National Association of Manufacturers, the Society for the Advancement of Management, the President of the Chamber of Commerce of the United States and by several United States industry leaders attending a NAM conference.

The United Church of Canada called on all its members to study the guaranteed annual wage proposals now being put forth by a number of labour unions. In its annual report, the Church's Board of Evangelism and Social Service said: "The Church is interested in the desire of the industrial man for roots which economic security make possible. In its own self-interest, it desires settled communities with home-owners and stability".

TLC's Opinion

Employers themselves will gain if they grant trade unions a guaranteed annual wage, Claude Jodoin, President of the Trades and Labour Congress of Canada, told the annual conference of the Personnel Association of Toronto on April 21. (A full account of the Association's conference will be carried in the June issue.)

The TLC President said the guaranteed wage will encourage "the increased interest of the employee through the knowledge he is secure in his job". He added: "Without breaks in his work, he will become more competent".

Labour's demand for the guaranteed annual wage was condemned as a "straight-jacket" that would destroy the country's "sound and expanding economy" by Henry G. Riter, President of the National Association of Manufacturers in the United States, speaking before the Association's annual institute of industrial relations on April 11. Mr. Riter said that "until someone discovers how to guarantee sales volume, talk of a guaranteed annual wage is meaningless".

A recent meeting of the Society for the Advancement of Management in the U.S.A. set forth the following weaknesses of a guaranteed annual wage, as seen by economists and management engineers:—

1. The fallacy in the argument that the annual wage plan will stabilize the entire economy.

2. Difficulties in integrating such plans with state unemployment insurance benefits under present state regulations.

3. Immobilization of plants and work forces as a result of a guaranteed annual wage.

Clem D. Johnston, President of the Chamber of Commerce of the United States, last month told a news conference that the guaranteed annual wage was a "denial of our system of competitive free enterprise and a long step towards socialism". He couldn't see, he said, how such a wage would provide additional security for workers, since "it would destroy more security than it creates".

At NAM Institute

At the NAM's institute on industrial relations last month, Nick J. Schmelig, Vice-president of a St. Louis electric company, said that only a "very small" proportion of the country's workers had "even a remote chance" of getting a wage guarantee and that the remainder would "be forced to pay the freight for those guarantees in the form of higher prices".

At the same meeting Leon J. Dunn, Manager of a Connecticut manufactory, said a guaranteed annual wage might curtail employment opportunities because "if employers had to consider annual wage commitments every time they wanted to hire, there would certainly be fewer job openings".

Basic Agreement Reached By TLC, CCL on Merger

Agreement on all the basic principles of amalgamation between the Trades and Labour Congress of Canada and the Canadian Congress of Labour was achieved at a two-day conference between officials of the two organizations in Ottawa, April 18 to 19. The decisions of the joint eight-man unity committee are to be submitted later this year to the conventions of both labour bodies to be followed by a founding convention of the unified congress.

TLC Secretary-Treasurer Gordon Cushing and CCL Secretary-Treasurer Donald MacDonald announced that the committee had agreed on a name for the new congress and is "pretty well agreed" on the officers of the merged body.

Ask Legislation to Ease Problems of Unification

New labour legislation to facilitate transfers and amalgamations of union membership was asked for by the trade union wing of the Ontario CCF party at a conference early in April.

The request was made in anticipation of the expected union of the Canadian labour congresses.

The conference rejected a demand by a large local of the United Steelworkers that the management and labour positions on the Ontario Labour Relations Board be made full-time jobs.

The meeting also asked for a speed-up in the processes of certification of trade unions and in conciliation. It asked that special certification procedures be established for transitory workers, such as construction crews. Delegates from the AFL building trade unions complained that a construction job was often completed before the union on the job was certified.

Sharpest Rise in 9 Years In U.S. Plant Employment

Factory employment in the United States rose by 160,000 between February and March, the sharpest increase in nine years, and now stands at 16·5 million, the U.S. Department of Commerce and Labor announced last month. Total factory employment is now above the level of last March but is well below the record high for the month established in 1953.

Total civilian employment rose by half a million over the month to 60·5 million and unemployment dropped by 200,000 to 3·2 million. The increase in employment between February and March exceeded the decline in unemployment because a number of farm women and younger persons, who had not been listed as unemployed before, joined the labour force.

Every manufacturing industry except tobacco and ordnance reported employment increases. The largest gains were in the durable goods industries—primary and fabricated metals and automobiles. At the same time, the factory work week stood at 40·7 hours, an increase of 1·2 hours over the same period a year ago and the highest point since mid-1953.

Employers in all but 16 of the country's 149 major industrial centres are planning on hiring additional workers, the Department of Labor announced on March 31, following a survey of man-power conditions and employer hiring plans through mid-May. The survey indicated that the late winter upsurge in employment was provided by the automobile and steel industries and that this expansion will probably continue to set the pace for the spring manufacturing trend.

The survey showed slight to moderate increases in employment over the next few months in the following industries: electrical machinery, furniture, aircraft, farm machinery and household appliances. In other industries, the following forecasts were made: employment in apparel and shoe manufacturing is expected to fall off by May, the downward trend for shipbuilding and ordnance will continue and little net change is expected in textiles and petroleum refining.

Farm Cash Income Down More than 14% in 1954

The Dominion Bureau of Statistics now places the cash income of Canadian farmers from the sale of farm products at $2,377,800,000 for 1954, a decrease of 14·3 per cent from the revised 1953 total of $2,776,000,000 and 16·5 per cent below the all-time high of $2,849,300,000 in 1952. The latest estimate is a downward revision of $30,800,000 from the estimate published by the Bureau in January (L.G., Feb., p. 141).

Nearly all of the reduction in farm cash income last year was in the Prairie Provinces and was largely the result of the substantial decrease in the marketings of grains, particularly wheat, and lower prices for both wheat and barley. Ontario was the only other province with reduced receipts in 1954. Gains were registered for the remaining provinces.

U.S. Rail Unions Negotiate Health Insurance Contract

Most of the railroads in the United States recently signed a labour contract with 13 railroad non-operating unions which provides hospital and surgical-medical insurance benefits to 500,000 railroad employees.

To pay for the benefits each employee will contribute $3.40 a month and the companies an equivalent amount. The benefits include payment for semi-private hospital room and board up to 120 days and, of other hospital charges, 100 per cent up to $500 and 75 per cent above that.

A schedule of benefits is provided to help pay for surgical operations, up to $300, and X-rays and laboratory fees, up to $50.

Meeting Can't Agree on Automation's Implications

The implications of automation were explored at a one-day conference April 14 sponsored by the CIO's Committee on Economic Policy. Among the more than 300 representatives of management, labour, the government and the professions, there seemed to be general agreement that automatic factories can bring sharp rises in productivity and living standards, that adoption of automatic machinery should be encouraged and that extensive training and retraining should be introduced to develop the new skills needed.

But agreement was lacking on the size of the adjustment problem to be faced and the measures required to lessen it.

Advises Careful Analysis

Dr. Walter S. Buckingham Jr. of Georgia Institute of Technology said that "if properly understood, applied, developed and controlled, automation, together with atomic energy, may provide the means for eliminating poverty for the first time in the history of the world". He advised that the economic implications must be carefully analysed to avoid the mistakes of the first industrial revolution.

"The long-run, over-all outlook for labour as a result of automation is good," he declared. "However, the short-run, specific problems of expensive geographical movement, loss of seniority, obsolescense of skills and so on may be acute".

Walter P. Reuther, CIO President, asked that the Joint Congressional Committee on the Economic Report bring together all information about automation, its future and possible effects on regions and industries.

John Diebold, Editorial Director of the magazine *Automatic Control,* said that automation already had produced a new industry and new jobs. He predicted that competition for jobs would lessen, rather than increase, in the next ten years.

He added: "The startling fact is that while our population grows in leaps and bounds the working force of the nation is currently growing smaller in relation to the total. The age of retirement is decreasing, while the average age at which people enter the work force is increasing.

"Moreover, the generation now coming of working age was born during the great depression and is smaller by far than the groups below working age. Thus, the pressure on the job market will be lessening during the next decade, the period when the great changes of automation will be made."

Prof. Donald P. Campbell of the Massachusetts Institute of Technology told the conference that the scientific possibilities were not being put into practice fast enough because "every indication points to the need for more goods and more services in the immediate future: our population is growing, our demands for new things are growing".

Senator Joseph C. O'Mahoney, a member of the Joint Congressional Committee on the Economic Report, said that the group tentatively planned to look deeper into the public policy implication of automation.

On the same day as the conference Westinghouse Electric Corporation displayed a new "director system" that company officials described as "the nervous system of automatic equipment." It operates much like a monitor or human supervisor in the direction of complex machinery.

The new system, it is reported, delivers ultra-reliable controls and yet has no moving parts, using instead special magnetic amplifiers and transistors.

Company officials said that if the necessary machinery and equipment were available, the use of the director system would make possible the push-button factory.

Introducing the system, Westinghouse Vice-President John K. Hodnette said: "Tomorrow's automatic manufacturing process, using such a control as the director system, not only will produce more and better products at lower cost but will provide more jobs over-all because of the greatly increased demand for these products".

B.C. Fishermen Can Obtain Workmen's Compensation

Self-employed fishermen in British Columbia may voluntarily take advantage of the Workmen's Compensation Act, Labour Minister Lyle Wicks announced recently following discussions between the United Fishermen and Allied Workers' Union, the Fishing Vessel Owners' Association, the Native Brotherhood of B.C., the B.C. Fisheries Association, and the Workmen's Compensation Board.

Mr. Wicks said that fishermen employed by fishing companies and cannery workers were covered but that self-employed fishermen who owned their own boats and sold their fish where they pleased had not previously been able to enjoy the protection of workmen's compensation. Coverage

of such "independent operators" was provided for by an amendmenet to the Act passed last year (L.G., Dec. 1954, p. 1740).

Under the new scheme, a fisherman will estimate the number of months for which he wants coverage, and also his earnings for this period. The cost to the individual will be two per cent of his earnings, which may not exceed a maximum of $333 a month nor be less than $100 a month.

Benefits available to fishermen are identical to those enjoyed by all others covered by the Act and will be paid only for those compensable accidents sustained during the period in which payments are made to the fund.

Technical Personnel Increases 4,200 in Year

A total of 46,023 technical personnel, an increase of 4,239 over a year ago, is now registered with the Technical Personnel Section of the Department of Labour, according to figures released recently. The Technical Personnel Section maintains a file of punch cards on technical graduates of Canadian universities.

Of the 35,738 persons for whom cards are now available, 6,046 are graduates in chemistry and chemical engineering. Among the other major occupations registered are the following: civil engineering, 5,624; mechanical engineering, 5,503; electrical engineering, 4,906; agriculture, 3,262; and architecture, 1,155.

16 States Increase Jobless Benefits

Sixteen states in the United States have raised their maximum unemployment insurance benefits so far this year. The states in which the increases have been approved and their old and new rates are as follows:—

	Old	New
Arizona	$20.00	$30.00
Arkansas	22.00	26.00
Idaho	25.00	30.00
Indiana	27.00	30.00
Iowa	26.00	30.00
Kansas	28.00	32.00
Montana	23.00	26.00
New Hampshire	30.00	32.00
New York	30.00	36.00
North Dakota	32.00	35.00
Pennsylvania	30.00	35.00
Rhode Island	25.00	30.00
Tennessee	26.00	33.00
Utah	27.50	33.00
Vermont	25.00	28.00
Washington	30.00	35.00

In addition to the above states, Alaska increased its maximum benefits from $35 a week to $45. The following states increased the duration of benefits: Arizona, 20 to 26 weeks; Arkansas, 16 to 18; Iowa, 20 to 24; Pennsylvania, 26 to 30; Vermont, 20 to 26.

Last December, Secretary of Labor James P. Mitchell, sent letters to the Governors of the states urging on them improvements in the state unemployment insurance laws. Earlier, both President Eisenhower and the Labor Secretary had urged this course on the states.

Suggests New Basis for Unemployment Insurance

Unemployment insurance should be placed on a basis more akin to other types of insurance, with employers' contributions related to the risk, the president of the North American Life Assurance Company, W. N. Anderson, told the *Winnipeg Tribune*. Unemployment insurance, he said, is a better weapon to fight insecurity and unemployment than the guaranteed annual wage.

If employers had to pay contributions to the fund more closely related to the cost of paying benefits to employees laid off by them, instead of on a flat rate basis, regardless of risk, as at present, they would have more incentive to maintain employment, said Mr. Anderson.

3 More Provinces Join In Grants to Disabled

With the signing of three further federal-provincial agreements, eight provinces have now joined Ottawa in plans to apply the Disabled Persons Act, it was announced last month by Hon. Paul Martin, Minister of National Health and Welfare.

Mr. Martin said that agreements have been completed with Quebec, British Columbia and Newfoundland, effective in Quebec from the beginning of this year and in British Columbia and Newfoundland from April 1, 1955. The Minister noted that the remaining provinces, Ontario and Manitoba, are in course of making the necessary provisions and that completion of agreements with them, also, is expected shortly.

The Disabled Persons Act provides for allowances to totally and permanently disabled persons who fulfil certain income and residence requirements. The minimum age for the benefits is 18. The federal and provincial governments share the cost of the allowances, the maximum to which the federal 50 per cent applies being $40 a month.

Advisory Committee On Rehabilitation Meets

The civilian rehabilitation program, which originated at a national conference held in Toronto in 1951, was reviewed and plans for expanding services to handicapped persons were outlined at a meeting in Ottawa last month of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons. Dr. G. Fred McNally, former chancellor of the University of Alberta, was chairman of the meeting.

Dr. McNally expressed the gratification of the Committee that physically-handicapped persons are now being rehabilitated through the co-operation of federal and provincial authorities in eight provinces.

To date, eight provinces have signed the Rehabilitation Co-ordination Agreement and have appointed provincial co-ordinators (see preceding page). During the presentation of reports by the provincial co-ordinators, discussion centred around the Co-ordination of Rehabilitation Services Agreement and agreements under the Canadian Vocational Training Co-ordination Act, which are administered by the federal Department of Labour, and the health grants and medical rehabilitation grant administered by the Department of National Health and Welfare. The relationship between rehabilitation and the Disability Allowances Program was also discussed by the Committee.

In addition to the Provincial Co-ordinators of Rehabilitation, the National Co-ordinator of Rehabilitation, Ian Campbell, and representatives of federal government Departments directly concerned with assisting handicapped persons, the conference was attended by members representing industry, labour, education, welfare agencies, the medical profession and the provincial governments.

It was decided to hold the annual meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons in September.

Provincial Rehabilitation Co-ordinators Confer

At the first conference of its kind in Canada, eight recently-appointed provincial co-ordinators of rehabilitation met in Ottawa last month to discuss Canada's developing federal-provincial program of rehabilitation for the civilian disabled.

During the week, the co-ordinators took part in a meeting of the Executive Committee of the National Advisory Committee on the Rehabilitation of Disabled Persons (see above).

Physically-handicapped persons were now actually being rehabilitated through the program, A. H. Brown, Deputy Minister of Labour, said in opening the meeting. The work that had gone into the organization of the rehabilitation program in the past four years was beginning to bear fruit and the program would develop steadily as facilities became available and community resources were used more effectively, he reported.

The purpose of the meeting, which was arranged by the National Co-ordinator of Civilian Rehabilitation, was to provide an opportunity for the co-ordinators to meet and discuss mutual problems with officials of the three federal government departments concerned with the over-all rehabilitation program: the Departments of Labour, National Health and Welfare, and Veterans Affairs.

The meeting was attended by the following provincial rehabilitation co-ordinators: C. E. Bradbury, Victoria, B.C.; L. R. Gue, Edmonton, Alta.; J. O. Probe, Regina, Sask.; W. N. Boyd, Winnipeg, Man.; G. Wilfred Crandlemire, Fredericton, N.B.; Frank G. Wellard, Halifax, N.S.; Brig. William W. Reid, Charlottetown, P.E.I.; and Walter H. Davis, St. John's, Nfld. It was attended also by Gifford C. Price, Director of Rehabilitation Services for Ontario.

Each of these provincial officials is currently engaged in setting up a system for locating the persons in his province who could benefit from rehabilitation and for developing methods for guiding these people through the various stages of the rehabilitation process. Each is responsible, within his own province, for co-ordinating the work of the various government and voluntary agencies which provide services in the field of rehabilitation.

Provincial co-ordinators are appointed under a federal-provincial agreement which makes federal funds available for the sharing of the costs involved in the appointments.

This agreement is a part of the three-fold national program, which is based on co-operation between the federal Government, the provincial Governments and the various voluntary welfare agencies. The aim of the program is to make rehabilitation services available to everyone in Canada who needs them. Its objective is to develop the latent skills and abilities of the handicapped, so that their lives can become as full and productive as possible.

N.Z. Embarks on Civilian Rehabilitation Program

New Zealand has approved the establishment of a health recovery centre and the occupational training of disabled persons who cannot be placed in private employment. The training will be carried out in centres operated by the Disabled Servicemen's Re-establishment League.

This decision was based on the recommendations of a government interdepartmental committee set up last year to advise on the rehabilitation of disabled persons.

(New Zealand's action follows by about three years that of Canada, who in early 1951 called a conference (L.G., April 1951, p. 454) from which resulted the country's national program for the rehabilitation of civilian disabled (see above)).

Retraining

The retraining portion of the rehabilitation program will be handled by the Department of Labour through its employment service, which will work in close association with other government departments, welfare organizations, hospitals, and medical authorities. The Department's first objective will be to make every effort to place in private employment any disabled persons who apply.

Any disabled person may apply to the Department of Labour for rehabilitation assistance and if at the end of one month he has not been placed in normal employment his case will then be considered by a District Selection Panel to determine whether he is suitable to undertake training in one of the League's training centres.

Each panel is comprised of representatives of the Department of Labour, the Disabled Servicemen's Re-establishment League, and an industrial medical officer of the Department of Health. The District Panels will make recommendations to a National Panel which has similar representation and its decision will be final.

Placement

Specially selected officers of the Department of Labour will be appointed as secretaries of the panels and in addition to secretarial duties will act as special placement officers. One of their tasks will be to establish and maintain a liaison between the Department and hospitals, welfare organizations, other departments, and industry in general. The co-operation of private employers in providing employment opportunities for the handicapped will be considered of first importance.

Department Issues Film On Aid for Spinal Injuries

The newest federal Department of Labour accident prevention film received its premiere showing in Toronto April 5 at the annual convention of the Industrial Accident Prevention Associations. It is titled "The Early Handling of Spinal Injuries".

Hon. Milton F. Gregg, Minister of Labour, said he believed the new film might prove to be the most useful of all the Department's films on the subject since the message it contained applied to everyone in all walks of life.

Mr. Gregg said that medical experts most qualified to discuss spinal injuries had assured the Department that a great many cases of permanent paralysis and death from such injuries were the direct result of mishandling by persons at the scene of the accident. Many injured persons each year have their injuries increased as a result of the natural desire of those at the scene of an accident, industrial or otherwise, to rush the patient to the local hospital, forgetting that improper handling of a badly injured back may result in paraplegia or even death.

In addition to the inestimable suffering and hardship resulting from mishandling, there was the question of high costs in dollars and cents. The Ontario Workmen's Compensation Board had reported that one paraplegic case may cost employers assessed under the Workmen's Compensation Act from $50,000 to $100,000.

The film offers first the message that if a spinal injury is suspected the patient is not to be moved under any condition unless qualified first aid is available. Even sitting the patient up to give him a drink of water may have fatal results. The film goes on to explain what is meant by a broken back and how the injury need not be permanent if handled properly. It then shows the elements of first aid handling.

In the preparation of the film the Department and the National Film Board had as consultants the following: Dr. Harry Botterell, Department of Neurosurgery, University of Toronto; Dr. Robert Mustard, Department of Surgery, University of Toronto; Dr. Alben Jousse, Medical Director, Lyndhurst Lodge, Canadian Paraplegic Association; and Dr. Harvey Doney, Lyndhurst Lodge, Canadian Paraplegic Association.

Although designed primarily for industrial showing, the film has a much wider appeal and is expected to be in demand particularly by those concerned with the teaching of first aid.

British Labour Leader, Arthur Deakin Dead



Arthur Deakin, a former Chairman of Britain's Trades Union Congress and Secretary of the 1,300,000-member Transport and General Workers Union, died May 1 while addressing a May Day rally in Leicester, England. Mr. Deakin, who was 64, became Secretary of the TGWU in 1946, succeeding the late Ernest Bevin, who became Foreign Secretary in the Labour Government.

Born in 1890, the late labour leader became a trade unionist at the age of 14 and held his first official post in the Dock, Wharf, Riverside and General Workers' Union, which in 1922 became part of the Transport and General Workers' Union. He then held the position of Assistant District Secretary of the North Wales area of the Union, and was appointed National Secretary of the General Workers' Group in 1932, becoming Assistant Secretary of the Union in 1935. In 1940 he became Acting General Secretary and in 1946 he was elected General Secretary.

Mr. Deakin succeeded Lord Citrine as President of the World Federation of Trade Unions. In 1948 he declared that the Federation was rapidly becoming only an instrument for the furtherance of Soviet policy and the following year he led the British delegates out of the group.

Before the Second World War, the British labour official had attended a number of international conferences of the International Labour Organization in Geneva and had represented his union at the International Tripartite Conference of the Textile Industry held in Washington. Following the war he attended sessions of the Economic and Social Council of the United Nations and in 1947 was fraternal delegate to the American Federation of Labour convention.

In 1953 he was the TUC's fraternal delegate to the convention of the Trades and Labour Congress of Canada in Ottawa.

Mr. Deakin devoted considerable time and effort in 1948 to the TUC Special Economic Committee towards finding a solution to some of the problems facing the United Kingdom's economy and considering what measures might be taken to assist in overcoming these difficulties.

Mr. Deakin served on many government committees, including the National Joint Advisory Council to the Minister of Labour and the British Productivity Council, the successor of the Anglo-American Council on Productivity. In addition, the late labour leader was a Vice-President and a member of the Executive Board of the International Confederation of Free Trade Unions and a member of the Executive Committee and General Council of the International Transport Workers' Federation.

In 1943, Mr. Deakin was made a Commander of the Order of the British Empire, in 1949 a Companion of Honour, and in 1954 a privy councillor.

T. A. Fishbourne Promoted in UIC

T. A. Fishbourne has been appointed Chief of the Employment Specialists Division, Unemployment Insurance Commission, it was announced last month.

Mr. Fishbourne succeeds W. Duncan, now Prairie Regional Superintendent (L.G., Sept. 1954, p. 1227). He joined the UIC in 1947 and was an employment specialist in the Montreal local and regional offices before coming to Ottawa in 1950 as secretary of the National Employment Committee. He transferred to the Employment Specialists Division in 1952.

A former high school teacher in St. Lambert, Que., Mr. Fishbourne was educated in public and high schools in

St. Lambert and at Macdonald College of McGill University. He also studied at Queen's University.

Mr. Fishbourne served overseas four years as an intelligence officer with the RCAF, being discharged in 1945 with the rank of Squadron Leader.

Appoint New Director Of UIC Public Relations

The appointment of F. G. (Ted) Flint as Director of Public Relations for the Unemployment Insurance Commission was announced last month. He succeeded Ray Brown, who retired recently from government service (L.G., Oct. 1954, p. 1383). Mr. Flint assumed his new duties on April 1.

Mr. Flint began his newspaper career in the Toronto area and later joined the *London Free Press,* where he served as a reporter and feature editor. After two years with the Canadian Army overseas, he resumed his studies at the University of Western Ontario, where he was graduated with a BA degree in journalism in 1948.

For the past seven years he has been employed as an editor with the Editorial Division of the Department of Northern Affairs and National Resources.

CCA President Concerned About Wage Demands

While many groups share the responsibility in continuing to give purchasers of construction more value for their building dollar, said W. G. Malcom, President of the Canadian Construction Association, in an address in Toronto last month, "the emphasis at this time of the year is perhaps on labour since the negotiating season for new wage agreements is currently in full swing and concern is being expressed at the requests for higher wage rates and other benefits being made by the unions".

"An additional reason", Mr. Malcom said, "for the current emphasis on labour is that wage rates are the only upward cost factor among the main items that make up construction costs.

"Material prices have in general declined somewhat and delivery delays have pretty well disappeared during the past three years; intense competition throughout the industry has reduced profit margins to rock bottom; new techniques and equipment have increased efficiency; designers are becoming more cost-conscious and there has been a marked increase in the modernization of building by-laws.

"However," Mr. Malcom noted, "these downward factors in construction costs have been offset and in a number of cases exceeded by increased wage rates. There has been a tendency for our employees to expect an increase in wages each year as an automatic event.

"Owners need assurance," Mr. Malcom said, "concerning the level of construction costs and it is important to remember that decisions will be made this year not only for 1955 projects but also for those proposed for 1956 and 1957." A ten-cent-an-hour wage increase, he said, added about $200 in labour costs on the average house and about double that by the time the mortgage is paid up.

"The extension of construction work into the winter," he said, "has given most of the 'regular' tradesmen another two or three months' employment and income a year and there should be further improvements along these lines."

In appealing for restraint with regard to wage negotiations, he cited "the sense of responsibility recently shown by the construction trade unions in Chicago in proposing that no increases in wage rates or other benefits be sought this year" as being especially significant. "There, as in Canada, stable living costs and high wages on the one hand and a general consolidation of business and tightening of prices on the other indicated that further increases in labour costs were not in the interests of those depending upon construction for employment," Mr. Malcom said.

Canadian Labour Declines Invitations to Moscow

Canadian trade union congresses this year received invitations to celebrate May Day in Moscow. Telegrams were received from the Soviet Central Council of Trade Unions by Presidents Claude Jodoin of the Trades and Labour Congress, A. R. Mosher of the Canadian Congress of Labour and Gérard Picard of the Canadian and Catholic Confederation of Labour.

None will send representatives. "We don't intend to have our organization used for propaganda purposes by an ideology to which we stand unalterably opposed," CCL Secretary-Treasurer Donald MacDonald declared.

The Soviet invitation requested each congress to send four delegates on a 15-day visit to aid in the "development of mutual understanding and friendly relations".

January Labour Income Higher than Year Earlier

Total labour income received by Canadian paid workers in January declined to an estimated $984,000,000 from $1,025,000,000 in December, following the customary seasonal decline of activity, but was 4 per cent above the estimated total income of $945,000,000 for January last year.

The drop in labour income in January from December was common to all major industrial groups and ranged between $4,000,000 for finance and services and $11,000,000 for both construction and the distributive trades. The curtailment of outdoor construction work and the post-Christmas contraction in trade contributed to the larger losses in the two latter groups.

Industrial Comparison

Compared with a year earlier, labour income in January was larger for the primary group of agriculture, forestry, fishing, trapping, mining, and for the construction, distributive, and finance and services groups, and smaller for manufacturing, while supplementary labour income was unchanged. Increases ranged from $2,000,000 for the primary and distributive groups to $23,000,000 for finance and services.

Grads' Starting Salaries Up Noticeably since '46

During the nine-year period from 1946 to 1954 there has been a marked upward trend in starting salaries of university graduates in Canada, it is shown in the regular Quarterly Bulletin prepared by the Technical Personnel Section of the Department, which includes information on median starting salaries for graduates, 1946-54. From the data accumulated since 1946, it was possible to ascertain the median starting salaries in 16 different professional fields for each year in the nine-year period.

Engineers' Rise Greatest

It was estimated that the rise was greatest for electrical engineers, with 81·8 per cent, and smallest for agricultural graduates, with 54·8 per cent. For eight of the professions listed the increase was estimated at more than 70 per cent.

Starting salaries in 1947 were, for the most part, close to those paid in 1946. However, in 1948, there was a noticeable increase in starting salaries but the most substantial increases occurred between 1951 and 1952. In 1953 and 1954 the increases have been moderate.

Median monthly starting salaries for graduates in chemical and civil engineering in 1946 were $175 and $180, respectively, while those for 1954 are shown in the Bulletin as $310 and $315. The highest monthly figure cited was that for petroleum engineering graduates, whose median salary was shown as $320, while the lowest, $260, was that for graduates in agriculture.

Meeting to Discuss Aid To Underdeveloped States

A national conference on Canadian aid to underdeveloped countries, organized by the United Nations Association, was scheduled to be held in Ottawa on May 27 and 28.

The conference's purpose was listed as three-fold: (1) to provide reliable information about what Canada has done and is doing, also about the need that exists in different parts of the world; (2) to afford an opportunity for discussion that may lead to specific recommendations for Canadian action; (3) to arouse general interest in the problem across the country.

Hon. L. B. Pearson, Secretary of State for External Affairs, had agreed to open the conference. It had also been arranged for Hon. James Sinclair, Minister of Fisheries, to chair a panel discussion on the Colombo Plan and for Dr. H. L. Keenleyside to address the conference on United Nations programs.

Women Comprise Third Of U.S. Labour Force

In the United States, women comprise one-third of the total labour force and approximately 6,750,000 of them are 45 years old or older, it was reported by Mrs. Lorena B. Hahn, U.S. representative on the United Nations Commission of the Status of Women that met last month.

Many more than half the women workers in the United States are 35 years old or more, she said, and the trend is towards a higher proportion of women workers in the older age-groups. The figures indicate, Mrs. Hahn said, why the employment of older women is a vitally important subject.

Mrs. Hahn also pointed out that while the total labour force increased from 22,000,000 to 60,000,000 since the last decade of the 19th Century, the number of women rose four and one-half times while that of men increased only two and one-half times.

More Women in Industry Than in Past Four Years

Of every thousand persons employed by Canadian industry at the start of February, 229 were women, the largest February proportion since 1950, according to the Dominion Bureau of Statistics. This year's figure compared with 227 per thousand last year, 224 in 1953, 215 in 1952, 225 in 1951, 231 in 1950, 223 in 1949 and 1948, 226 in 1947 and 241 in 1946.

Industrial employment in Canada was 1·1 per cent below the 1954 level at the start of February. However, the decline over the 12 months was sharper for men than for women, amounting to 1·3 per cent and 0·4 per cent respectively.

Employment Level

Compared with a month earlier the February level of industrial employment was down 3 per cent with a sharper decline for women (3·2 per cent) than for men (2·9 per cent). The seasonal drop was slightly steeper than a year earlier. Industrially, the largest losses were in construction, logging, trade, and transportation, storage and communication. Smaller contractions were reported in mining, public utility operation and the service industries.

Employment in manufacturing showed a slight increase of 0·4 per cent, the first advance since September 1, most of the gain occurring in durable goods plants. Male factory workers showed an insignificant increase but the number of women in manufacturing rose 1·5 per cent. Compared with a year earlier the number of women was down by 3 per cent and the number of men by 4·5 per cent. The larger percentage loss among men was partly the result of industrial disputes involving relatively few women. The proportion of women per thousand employees in manufacturing at the start of February was 224, which compared with 221 a year earlier, 223 in 1953, 217 in 1952 and 233 in 1951.

15,000 Accident Claims In Government Service

Total number of occupational accident and diseases claims under the Government Employees Compensation Act in the fiscal year 1954-55 was 15,690. This compared with 14,973 in the fiscal year 1953-54 and 14,305 in 1952-53. Fatalities numbered 30 as against 16 in 1953-54 and 19 in 1952-53.

Broken down, the claims were: 10,155 medical aid only; 5,093 compensation (including 2,487 full salary and 2,606 compensation proper); 55 pensions, 30 for death and 357 rejected claims.

As in the past, "struck by" various objects was the principal cause of accidents; bruises, cuts, lacerations and punctures, the principal types of injuries.

CCA President Urges Extension of N.H.A.

While paying tribute to the federal and provincial governments for passing legislation that gave Canadian families special assistance in financing their own homes, W. G. Malcom, President of the Canadian Construction Association, told members of the Toronto Builders' Exchange last month that "the fact remains, however, that a large proportion of our people cannot meet the present down payment and other financing requirements".

Association Policy

The CCA President summarized Association policies advocated for several years to extend the scope of the National Housing Act to include families with more modest incomes as follows:—

1. Greater liberalization of the present NHA terms, with special emphasis on a reduction in the size of the down payment to 10 per cent past the present $8,000 limit.

2. Provision of "open-end" mortgages, permitting young couples to purchase small homes and expand them later at the same mortgage rates.

3. Provision of NHA loans to finance the purchase of existing houses.

Mr. Malcom also advocated greater activity by the various governments in the execution of land-assembly schemes under the National Housing Act and the sponsorship by local groups of low rental housing projects under the NHA's limited-dividend project provisions.

Operating Engineers Re-affiliate with TLC

The International Union of Operating Engineers, suspended from affiliation with the Trades and Labour Congress of Canada three years ago for failure to pay adequate per capita tax (L.G., 1952, p. 13), has now rejoined the TLC.

The executive council of the TLC has asked all Federations and Trades and Labour Councils to extend an invitation to Operating Engineers' local unions in their area or province to affiliate.

Member of Department Author of DND Pamphlet

Labour unions, their organization, history and position and functions in Canadian society, form the basis of an article by J. T. Montague of the Economics and Research Branch, Department of Labour, that has been published as the May 1 number of *Current Affairs* by the Department of National Defence.

The publication is produced, in both English and French, by that Department's Bureau of Current Affairs for use by Canada's armed forces in discussion of Canadian and international affairs.

Manitoba to Enquire Into Home Labour

A probe of home labour in Manitoba was ordered last month by Hon. C. E. Greenlay, Provincial Labour Minister.

The Minister appointed E. R. Siddall, former provincial rental control officer, as a one-man industrial inquiry commission to investigate allegations that "to an increasing extent" manufacturers of stitched goods and other articles are arranging to have certain operations in the manufacture performed by workers in their homes with pay on a unit or multiple unit basis.

The home labour situation has been a major cause of complaint to the Department by labour unions. They charge that persons doing the work in their homes often are not paid according to the Minimum Wage Act, and that they are denied vacations with pay, unemployment insurance coverage and workmen's compensation.

The provincial Legislature's industrial relations committee are to meet during the Legislature's recess to consider Mr. Siddall's report and possible action on it.

DBS Issues New Paper On Labour Force

The Dominion Bureau of Statistics last month released Reference Paper No. 59, entitled *The Labour Force, November 1945-January 1955,* containing a revised historical series of the employment characteristics of the Canadian population based upon the regular sample surveys conducted by the Bureau.

In surveys preceding February this year, certain remote and relatively inaccessible areas of Canada were not included in the estimates. The present reference paper shows revised data for all surveys, so that all estimates relate to the entire area of the ten provinces. In addition, there have been incorporated revisions based upon age and sex distributions obtained from the 1951 Census of Canada. For these reasons, the estimates in Reference Paper No. 58 differ from those in Reference Paper No. 35 *(The Labour Force, November 1945-March 1952)* and in subsequent Labour Force bulletins. However, the estimates in this new reference paper form a consistent series from the first survey in 1945, and future monthly bulletins will be on the same basis.

Besides its comprehensive statistical data, presented in thirteen tables and an appendix, Reference Paper No. 58 contains a textual outline of the coverage of the labour force sample surveys, definitions of the terms used, and a brief statement on the reliability of the estimates. The publication runs to 110 pages and is obtainable from the Queen's Printer, Ottawa, at $1 a copy.

Appoint New Chairman of B.C. Compensation Board

On April 5 James Edwin Eades, Vancouver lawyer, was appointed Chairman of the British Columbia Workmen's Compensation Board to succeed Adam Bell, who gave up the position because of ill health following a motor accident.

Mr. Eades, born in England in 1903, was educated in Saskatchewan and British Columbia. He graduated from the University of British Columbia in 1925.

He had been chairman of conciliation boards and lone arbiter in many industrial disputes.

Mr. Eades took over the chairmanship on May 1.

Asks Union Co-operation On Older Worker Problem

Philip M. Kaiser, special assistant to New York's Governor Harriman on problems of the ageing, in an address last month called on unions to co-operate with employers in tailoring job requirements for the benefit of elderly persons.

Discrimination, said Mr. Kaiser, against men and women on the basis of age was as deserving of condemnation as discrimination based on race or religion. He urged that the same effort be made to fit jobs to the needs of older workers as had been done in the case of women and the physically handicapped.

Labour Briefs Presented to Provincial Govts.

Amend B.C. Labour Act, CCL Federation Asks

Terming the Labour Relations Act passed in 1954 as "probably the most controversial Act that the organized labour movement in the province has been confronted with," the British Columbia Federation of Labour (CCL), in its annual brief presented to the Government on February 9, called upon the provincial Government to re-open the Act for amendment. The Federation said its membership "still feel that the action of the Government was wrong in passing such a controversial Bill without the workmen in this province having a proper chance to study it and express their opinions on it".

In addition, the brief asked that the Act be further amended so that both parties named in an injunction application will have to appear before the party issuing the injunction before it is granted and also that cases be presented personally rather than by mail to the Labour Relations Board in order that the other party in the case might be present to hear the charges and, if necessary, refute them.

Emphasizing its concern with unemployment, the brief contained a ten-point program adopted at the Federation's recent convention (L.G., Feb., p. 165). The Federation also endorsed the brief on unemployment presented to the Government on December 10 at a conference convened by Labour Minister Lyle Wicks to consider unemployment problems in the province.

Declaring its support for the B.C. Hospital Insurance Act, the brief urged that it be amended in order that: all forms of co-insurance might be abolished, hospital care be provided for all chronic cases, all treatment for in-patients be extended to out-patients without additional payment to the hospitals, patients requiring hospital care be admitted to any available accommodation without extra cost and that the cost of ambulance, including air ambulance, be paid by the scheme.

Referring to legislation dealing with racial discrimination and fair employment practices passed by the federal Government and some provincial governments, the labour federation urged the B.C. Government to introduce the following measures:—

A Fair Employment Practices Act to eliminate discrimination in employment.

A Bill to eliminate discrimination in providing goods and services to the general public.

A Bill of Rights to guarantee fundamental rights to all.

Also requested in the brief were:—

Removal of means test for blind persons.

Exemption to $1,500 for single blind persons for income tax purposes.

Exemption of $3,500 for married blind persons.

Increased pensions for the blind.

Enactment of a government-sponsored automobile insurance scheme.

Piping of natural gas into the villages and municipalities of the province to be controlled by a public utility.

N.S. Federation (TLC) Asks Trade Union Act Changes

Requests for amendments to the provincial Trade Union Act were made in the brief presented to the provincial Cabinet February 15 by the Nova Scotia Provincial Federation of Labour (TLC). It was the first brief of the newly-formed Federation (L.G., Aug. 1954, p. 1111).

The requested amendments would make certification of unions mandatory where the applicant has obtained 51 per cent of the employees of a unit, eliminate certification votes when the union in question has as members a majority of the workers, and condemn as unfair labour practices threats of discharges, layoffs, closing the business and changing the working conditions during a period when the union has an application before the Labour Board.

In addition, the brief asked that refusal by either party to sign a written agreement upon its completion be regarded as an unfair labour practice and that a Deputy Minister of Labour and additional conciliation officers be appointed.

Amendment of the Industrial Standards Act in order that workers' interests would be protected was requested by the TLC organization. The brief also proposed that the payment for vacations by a system of stamps be instituted for the construction industry.

In addition, the Federation called for:—

Government entry into the field of automobile insurance.

Amendment of the Workmen's Compensation Act.

Equal pay for equal work for women employees in industry and in government.

Several changes in the legislation affecting old age pensions, the Limitation of Hours Act, the Mothers' Allowances Act, mental illness, the tourist industry, union-made goods and minimum wages.

March 22

Unemployment

Debate on unemployment resumed.

The House, on March 28, voted on the motion proposed by Mrs. Fairclough (Hamilton West) and the amending motion put by Erhart Regier (Burnaby-Coquitlam). Both were defeated, the former by 130 to 71 and the latter by 131 to 71.

March 24

Criminal Code

Bill to amend the Criminal Code received Royal Assent.

March 30

Unemployment Insurance

Supplementary Benefit—In reply to an inquiry as to whether, in view of the effect of the late spring on seasonal unemployment, the Government would extend the deadline for unemployment insurance supplementary benefit beyond April 15, the Minister said that after careful consideration of the matter the Government had decided not to do so.

Amendments to Unemployment Insurance Act (See also Unemployment Insurance Section, p. 569)—The Minister of Labour gave notice of his intention of introducing a measure to amend and consolidate the Unemployment Insurance Act in the following motion:

That it is expedient to introduce a measure to amend and consolidate the Unemployment Insurance Act and *inter alia*.

(a) to increase benefit rates, as well as to provide for certain changes in the duration of both regular and seasonal benefits;

(b) to adjust the contributions, and to change contributions from a daily basis to a weekly earnings basis, and benefits from a daily to a weekly basis;

(c) to provide a graduated scale of allowable earnings in place of present provisions related to casual earnings and non-compensable days; and

(d) to provide further for certain changes in connection with the administration of the Act.

On April 4, the House went into committee to consider the resolution.

In a brief sketch of the history of the Act and the principal changes made since its passage on August 7, 1940, the Minister said that several objectives have constantly been kept in view. These he listed as follows:

That the insurance plan shall be maintained on a sound actuarial basis; that both the employment and insurance phases of the plan shall be adopted to meet Canada's special conditions; that the bulk of contributions be paid by the two parties directly benefited—workers and management—with the taxpayers at large making the minority contribution and bearing administration costs; that higher benefits be provided a worker with a family, compared with those to the worker with no dependents; that the benefits designed to alleviate the hardships of unemployment should not be of a nature that would lessen the incentive to work when jobs are available; and that an important accompaniment of the plan is to help workers find suitable jobs through the National Employment Service, and management find suitable workers.

Over the years, the Act in its present form has become somewhat complicated, the Minister said.

... Simplification has been needed that workers and employers might more readily understand its terms and that the administration by the Commission might be facilitated.

Experience has shown that the amount of protection at present given to certain groups of workers is not enough.

This is particularly true of young workers who have not been in insured employment very long and of workers who are not able to secure steady employment.

Also, some benefit rates are no longer in line with earnings and they need to be raised.

The new seasonal benefits initiated in January last should be made to apply to future winter seasons.

There did appear to be the need of providing for a better income maintenance plan.

It is also desirable that the amount of work it puts upon employers should be kept to the minimum necessary, and that efficient and economical administration should be possible.

These objectives have been kept in view in the proposed revision of the legislation.

The most important changes, said Mr. Gregg, concern contributions and benefits.

Contribution rates and the basis on which they are paid have both been revised. Under the Act as at present, in the lower wage brackets the rates are a considerably larger percentage of the workers' earnings than in the higher brackets. (Mr. Gregg at this point asked leave to have comparative tables of present and proposed benefit rates incorporated in *Hansard*.)

At present, he said, workers make their contributions to the fund on a daily rate basis. It is proposed that future contributions shall be made on the basis of about one per cent of earnings, with a like amount contributed by employers.

There will be nine earnings classes, with the scale of contributions ranging from 16 to 60 cents a week. Contributions will be more equitable in that the rate of contribution as a percentage of earnings will show much less variation than does the present scale.

Generally speaking, the contribution payable by a worker will be lower than that now required for the corresponding earnings class. At the same time, the regrouping of the contribution classes will provide additional classes in the higher earnings ranges, so that additional and higher rates of benefit will be available to workers in those earnings classes.

At present, the maximum contributory bracket is reached when a person earns $48 or more a week. The new scale provides for three further classes, which carry on up to earnings of $57 or more a week, as indicated in the tables.

Mr. Gregg then explained how the proposed contribution procedure will work (see p. 569).

As to benefit features, there are several material changes, stated the Minister.

Experience has made it clear, he said, that the present Act does not give sufficient protection to workers just entering insurable employment and those who by force of circumstances are not able to find steady work. At the same time, it provides longer protection than is required for the vast majority of workers.

We have found that although about one-third of all those establishing benefit rights are entitled to 180 days or more under the present Act, only about one-twentieth actually draw benefit for a period longer than 180 days. Many of these one-twentieth are married women and elderly people for whom alternative social security programs would seem to be more appropriate.

We feel that it is particularly important to provide better protection for young people just entering insurable employment and for those workers who can do little more than meet the minimum contribution requirements because of the effect, for instance, of seniority clauses in collective agreements. These clauses mean that when layoffs do occur, substantially the same group of workers lose their jobs each time, thus interrupting the build-up in their contributions and reducing their benefit entitlement. In other words, the very workers who have needed protection the most have often found their opportunity to earn it is severely limited, through no fault of their own.

For these reasons, said the Minister, it is proposed to change the benefit formula so that a greater amount of protection is made available to workers who have not been able to find steady work. Mr. Gregg then gave details of the present and proposed benefit formulas (see p. 570).

As approximately 95 per cent of all claimants now draw less than 30 weeks' benefit, the new benefit formula will take care of the great majority of persons who ordinarily work in insurable employment, the Minister explained. At the same time, it will provide greater protection to those who do not have long and steady employment by lowering the maximum entitlement available and by increasing substantially the minimum amount of benefit available. "The total effect of this change is to redistribute the amount of protection so that a greater proportion of it can actually be taken advantage of by insured workers who become unemployed."

The changes as a whole, said the Minister, will mean that fewer claimants will exhaust their benefit before finding work.

"The new Act will, in practice, give greater protection to a greater number of workers and will tend to concentrate that benefit where it is most needed."

The Minister then referred to the reduction in the duration of the maximum regular benefit. He then explained the proposal to provide for a transitional period (see p. 572).

By the adoption of a weekly contribution rather than a daily one, workers will find it easier to build up contribution rights, particularly if they are forced to accept short-time employment, the Minister continued. For example, he said:

If a person ordinarily working on a five-day week goes on short time of four days a week, under the daily stamp system he would receive four daily stamps for his week's work rather than one weekly stamp. That meant that if the short-time condition lasted for three months, under the old daily plan he would be credited with 52 days or $8\frac{1}{2}$ weeks. Under the new weekly plan he will be credited with 13 weeks.

In order to re-qualify after a benefit period has terminated, a claimant will have to acquire additional credits by building up eight weeks of contributions in insurable employment since the commencement of his previous claim, and have at least 30 contribution weeks in the previous two years. Contribution weeks more than a year old at the time of a subsequent claim, if they have already been used on a previous claim, cannot be used a second time to qualify either for rate or duration.

With respect to benefits, the Minister stated it was proposed to increase the weekly benefit rates. The new maximum for a person with a dependent will be $30 per week in place of the present $24, and for a single person it will be $23 per week instead of $17.10. This revision, explained the Minister, "is intended to restore the proper relationship between benefit and ordinary earnings, so that this will not result in over-insurance in the lower earnings ranges or in under-insurance in the upper earnings ranges."

Another important feature, said the Minister, is what will now be known as "seasonal benefits". These will replace the supplementary benefits in the present Act and will incorporate substantially the changes recently made earlier in this session. The seasonal benefits will be available to the same two classes of workers as at present—those who exhaust their regular benefits after April 15 of any year and those who do not have sufficient contributions to qualify for regular benefit but have made 15 weekly contributions subsequent to March 31 preceding their claim.

Like the supplementary benefits, they will be available from January 1 to April 15 of each year. They will provide the full rate of benefit for 15 weeks in the case of those who exhaust their benefit rights, and for 10 to 15 weeks, instead of 3 to 6, in the case of those who have at least 15 but not 30 weeks of contributions.

The protection offered by these seasonal benefits is the same and in some instances better than that now available from the recently amended supplementary benefits, the Minister stated.

Mr. Gregg then outlined the proposals regarding non-compensable days, casual earnings and allowable earnings (see p. 572).

In conclusion, the Minister asked that the Bill, after second reading, be referred to the Standing Committee on Industrial Relations.

During the ensuing debate, the Minister dealt with a number of points brought up.

As regards extending coverage, he pointed out some of the difficulties encountered, referring as a case in point to hospital employees.

Concerning coverage of fishermen, the Minister said that for many months officials have been working on the problem and he had not given up hope that a solution may be found, "whether it comes within the field of unemployment insurance, under some special measure administered by the Department of Fisheries or a combination of both".

If and when a solution is found with respect to unemployment insurance, he said, it will be possible for fishermen so recommended for inclusion to be brought within the legislation without any further amendments to the Act.

Referring to the guaranteed annual wage, his Department was keeping the situation under review, Mr. Gregg stated. As Minister of Labour, he said, he had learned that while an item is in process of discussion under collective bargaining the federal Government or Department of Labour should not interject itself.

Long before next winter, said the Minister, it will be known how big a dent the experiments which are being carried on to provide year-round work can make in seasonal unemployment. "If it is a reasonably-sized dent, then what we can do federally we are going to do in co-operation with all the other forces. I do not know how far we can go but, in the experiments we have conducted this winter, the great labour organizations and organized industry have co-operated in the fullest possible fashion."

The Minister promised to "take another look this winter" at the regulation concerning married women.

April 5

Budget

Presentation of the annual Budget.

April 18

Railway Act

Bill amending the Railway Act to provide for increasing the annual appropriation to the Grade Crossing Fund read a second time and referred to the Standing Committee on Railways, Canals and Telegraph Lines.

April 20

Automation and Guaranteed Annual Wage

Discussing the guaranteed annual wage, the related problem of automation and the manner in which it may affect the economy of this country, the member for Spadina David A. Croll, recommended the matter to the consideration of the Government (see p. 505).

"This is no time to stand aloof," he said. "It will be on us before we know it. I think we should study the problem before it becomes a labour issue. In that light, I present the matter to the Government for consideration."

Fatal Industrial Accidents, 1954

50 fewer industrial fatalities in 1954 than in 1953. Accidents, both fatal and non-fatal, drop from 480,269 in 1953 to 463,043 last year

During 1954 industrial fatalities in Canada* totalled 1,309, a decrease of 50 from the 1953 figure of 1,359. Included in the final figure for 1953 are 14 deaths not previously reported. Accidents, both fatal and non-fatal, reported by Workmen's Compensation Boards decreased from 480,269 in 1953 to 463,043 in 1954.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the LABOUR GAZETTE.

During the year, there were 21 industrial accidents that caused the death of three or more persons in each case. Two of them occurred on the same day, January 22. At Lac Casse, Que., 10 men employed at a large hydro development were killed when one of the cables supporting the platform on which they were working broke loose and plunged the men 80 feet to the bottom of a shaft. Near Dorval, Que., three men employed by a motor transport company lost their lives when the truck in which they were travelling was struck by a train at a level crossing. On January 29, near Catfish, Que., three lumbermen died as a result of a highway collision. The accident occurred when the truck in which they were riding crashed into the rear of a stalled truck loaded with sawn lumber. In an accident at sea on February 9, three fishermen from Glace Bay, N.S., were drowned when their fishing vessel was swamped during a heavy storm. At Beaver Cove, B.C., three loggers lost their lives on March 8 when the truck carrying them back to camp went out of control and struck an embankment.

At Montmagny, Que., three trainmen were killed on April 6 when their train struck an open switch and crashed into a string of standing freight cars. On April 8, at Moose Jaw, Sask., a mid-air collision between an airliner and a training plane resulted in the deaths of the four crew members, nine passengers who were travelling in connection with their work and a cleaning woman working in a house into which the crippled airliner crashed. In all, 37 persons died in this accident, the worst in Canada's aviation history. As the result of an accident at sea, 14 seamen were drowned on April 11 when the tugboat *Chelan* was lost during a severe storm. At the time of the accident the tugboat was en route from Skagway, Alaska, to Vancouver, B.C. A fire in a clothing factory at Ottawa, Ont., on June 7 resulted in the deaths of three female employees. On June 11, three river men employed by a logging company were drowned at Racine Lake, Ont., when their boat upset. At Montreal, Que., three stevedores working in the hold of a ship were overcome by poisonous fumes on June 29 when a cylinder of chlorine gas being lowered into the hold fell and burst open.

On July 29, at Springhill, N.S., three coal miners were killed when a four-ton rock rolled down a mine shaft and struck the "rake" carrying the men to the surface. At Copper Cliff, Ont., three construction workers lost their lives on September 10, when a cable supporting the scaffold on which they were working snapped, hurling them 200 feet to the ground. Three employees of a Canadian telephone company were killed at Thule, Greenland, on September 12, when the aircraft in which they were travelling crashed while attempting to land.

On October 2, a plane crash in the Yukon Territories took the lives of the pilot, a government engineer and two guides. Five

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at back of book.

volunteer firemen of the Kingsway-Lambton, Ont., fire department were drowned October 16 when their fire truck was washed into the Humber River during a flash flood. At Montreal, Que., three painters were killed November 10 when the hooks holding the scaffold on which they were working gave way and let them fall a distance of 90 feet. Five crew members of the tug *Rouille* lost their lives off the coast of Nova Scotia on December 3, when the tug keeled over under a huge wave, filled with water and sank. In another accident at sea the next day three men were drowned near Powell River, B.C., when the tug *Teeshoe* sank after being struck by the propeller of a freighter. At the time of the accident the tug was pulling away from the freighter after putting a pilot on board. On December 8, five coal miners were crushed to death at Springhill, N.S., when the floor of the mine in which they were working heaved violently and buried them under tons of debris. At Montreal, Que., four transport company employees died December 22 in a fire that destroyed the warehouse of their employer.

Fatalities by Causes—An analysis of the causes* of the 1,309 fatalities that occurred during the year shows that 344 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees (65), objects falling in mines or quarries (41), automobiles and trucks (35), and landslides or cave-ins (33). Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 325 of the industrial deaths during the period. These included 144 fatalities involving automobiles or trucks, 70 involving watercraft and 54 as the result of tractor or loadmobile accidents. In the classification "falls and slips" 253 fatalities were reported. Of these, 242 were caused by falls to different levels.

Fatalities by Provinces—(See Table H-3). The largest number of industrial fatalities recorded in any province in 1954 was 389 in Ontario, a decrease of 57 from the previous year. Of these, 92 occurred in manufacturing, 58 in construction and 57 in the transportation industry. In Quebec 272 fatalities were recorded, including 79 in construction, 41 in logging and 38 in the transportation industry. British Columbia followed with 263 during the year. Accidents in the logging industry were responsible for 81 of these fatalities.

Fatalities by Industries†—The highest percentage of the 1,309 fatalities in 1954 was in construction, with 18·2 per cent, an increase of slightly more than 1 per cent over the previous year. Fatalities in manufacturing accounted for 15·9 per cent, compared with 18·4 per cent in 1953.

The percentage in mining increased from 13·8 per cent in 1953 to 15·4 per cent in 1954. In the transportation industry, the percentage increased from 13·3 per cent in 1953 to 15·0 per cent in the year under review.

*Table H-2 contains information on industrial fatalities classified by industry and by cause; the cause classification used is that adopted January 1, 1952.

†*See* Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

Jobs Declined by 1 Million in U.S. Last Year

The number of jobs in the United States averaged 61,000,000 in 1954, a decline of 1,000,000 from the record high established in 1953, according to the annual report of the Census Bureau of the Department of Commerce. Employment climbed back to the level of a year earlier by the end of 1954, the report added.

Non-agricultural employment averaged 54,700,000 in 1954, compared with 55,700,000 in 1953, the report said, accounting for almost all of the employment decline. Agricultural jobs did not change significantly, it said, numbering about 6,500,000 in both years.

The report noted that unemployment in 1954 averaged 3,200,000, about five per cent of the civilian labour force and almost double the record post-war low of 1953. At its 1954 peak unemployment remained 1,000,000 below the post-war high of 4,700,000 in 1950.

The total labour force, civilian and members of the armed forces, continued to expand and was estimated to average 67,800,000 in 1954, about 500,000 greater than the average of the previous year.

18th Annual Convention of the Quebec Federation of Labour (TLC)

Decides to approach province's CCL federation and CCCL about eventual merger, spends most time discussing employment and voices criticism of Labour Relations Act and conduct of lawyers in industrial disputes

The Quebec Federation of Labour (TLC), taking the initiative in negotiations for a labour merger in that province, decided, at its 18th annual convention, to approach the Quebec Federation of Industrial Unions (CCL) and the Canadian and Catholic Confederation of Labour concerning eventual fusion of the three organizations, which have a combined membership of more than 300,000.

Some 400 delegates of the Federation, meeting in Montreal on March 31 and April 1 and 2, decided in favour of a merger as soon as possible, emphasizing that "the time has come to unite in one single organization the various sections of the labour movement". Some delegates, however, expressed doubts about the possibility and even the desirability of merger with the CCCL.

Roger Provost, elected President for a fifth consecutive term, vehemently denounced the unemployment situation and threatened to appeal for government control if private enterprise cannot guarantee full employment. This question of unemployment gave rise to the longest and most acrid discussion during the three-day convention.

The President also attacked the Bar, accusing certain lawyers of using dilatory tactics and suggesting that the Quebec Bar investigate the behaviour of some of its members engaged in industrial relations.

The Quebec Labour Relations Act was also the object of strong criticism, when a number of delegates, maintaining that it did nothing to serve the cause of the labour movement, went so far as to call for its abolition.

Several visitors, representing the religious, provincial and municipal authorities, spoke briefly at the inaugural session.

The Rev. Henri Pépin, representing His Eminence Cardinal Paul Emile Léger, stressed the fact that the primary duty of a profession is to render service to society, and that unions must therefore help their members to acquire more skill. "Work well done," he said, "benefits all, but it benefits in the first place the one who performs it."

"You have an important part to play," Father Pépin added, "especially in a democracy like ours, where there is a greater and greater need of unions to cope with problems of an economic and political nature."

Léon Lortie, municipal councillor and professor at the University of Montreal, who represented the Mayor of Montreal, reminded the delegates that the city of Montreal had become industrialized very rapidly, and that it had developed in a different direction from other cities in the province.

Donat Quimper, Assistant Deputy Minister of Labour, gave a brief résumé of the important economic problems which the labour movement should study and solve, including unemployment, the guaranteed annual wage and automation, problems which he called the "penalty of progress".

Also noticed on the platform were the Rev. P. D. Morin, Chaplain of the International Association of Firefighters; Col. James Heffernan, Manager of the National Employment Service offices for the Montreal district; and Raoul Trépanier, conciliation officer of the federal Department of Labour.

Presidential Address

In his inaugural address, the President of the Federation attacked free enterprise, because it cannot, by itself, ensure full employment; he also attacked the Quebec Bar, because lawyers too often embitter labour-management negotiations by employing dilatory tactics.

On the unemployment problem, Mr. Provost stated that he believed in private enterprise; he added, however, that the labour movement will be forced to ask government authorities to intervene and to impose some form of control if private enterprise is unable to ensure full employment.

The fact that the government thought fit, during the last great war, to set up a certain amount of control in order to



Executive of the Quebec Federation of Labour (TLC). Front row (from left): Vice-president R. M. Bennett, Secretary-Treasurer A. Marion, President Roger Provost, Vice-president Edouard Larose, Executive Secretary Hélène Antonuk; back row: Vice-presidents René Fournier, Marcel Charbonneau, Georges Métivier, J. B. Hurens and Jacques Lambert. Absent from the picture: Vice-president Patrick O'Farrell.

ensure the highest possible level of production is proof, he said, of the ineffectiveness of private enterprise when it comes to ensuring full employment.

"If necessary," he said, "we shall insist that the federal Government, in particular, make use of the same principle in order to check any threat of a slump and to put an end to the unemployment which already prevails."

The President accused certain members of the Bar of "seeking to embitter labour disputes in order to increase their own income". He asked the Quebec Bar to investigate its members who are engaged in industrial relations.

"In bargaining," he said, "instead of clearing up the situation, lawyers too often confuse the issue and engage in dilatory transactions. It pays them better, naturally, to have negotiations drag on and to prolong arbitration proceedings than it does to help the parties reach an agreement."

(Noël Dorion, General President of the Quebec Bar, replied, a few days later, that he did not know of any case in which a union group had had reason to cast doubts on "the conduct or the impartiality" of lawyers involved in labour relations procedures. He called on groups which had been wronged to lodge a complaint, should the occasion arise, and said that no such complaint had ever reached him.)

Mr. Provost also found fault with the Bar for recommending that a vote, supervised by government representatives, be taken among all the employees in a concern before a strike is declared. "I wonder," he added, "why the Bar did not also recommend a vote among all the shareholders every time management refuses a union request."

With regard to the merger, Mr. Provost stated that such a step had become "imperative". He said that this did not constitute a threat to management, but rather an assertion of the strength of labour.

In closing, the President read a telegram containing the best wishes of the Quebec Federation of Industrial Unions (CCL). "This is a good sign," he said.

Labour Unity

The Quebec Federation of Labour became the first provincial organization to declare itself in favour of the merger of the central labour organizations when the convention unanimously adopted a resolution calling on the Executive "to undertake negotiations in the nearest possible future

with the officers of the various central labour bodies of our province for the purpose of achieving the eventual fusion of these organizations". Other "central labour bodies" in Quebec are the Quebec Federation of Industrial Unions (CCL) and the Canadian and Catholic Confederation of Labour.

The fact that in Quebec there are three strong central organizations, while the other provinces have only two, gave rise to discussion on the subject; if it had not been for the CCCL, which has 100,000 members, the resolution would have been adopted without discussion. A number of delegates openly expressed their antipathy to any scheme of co-operation with the CCCL, although they said that they would submit to the will of the majority.

J. B. Hurens, President of the Quebec and Lévis Federated Trades and Labour Council, stated that he was opposed to amalgamation with the CCCL. "If the majority wants it," he said, "I will submit, but not gladly. It would be very difficult for me to give in to working with certain unions which are on the down-grade and which we would have to revive."

However, the majority of the delegates taking part in the debate called for conciliation.

Louis Laberge, Secretary of the Montreal Trades and Labour Council, called on the convention to forget the past. "It is a good thing to join forces to fight our real enemies," he said, "rather than other union organizations."

Léon Côté, President of the same Council, took the same attitude. "We all have the same end in view: the organization of labour," he said. "It is time to put aside our prejudices and to forget our past struggles."

At least one delegate, Paul Fournier, Canadian representative of the distillery workers' union, expressed the opinion that "there is not much chance of a merger with the CCCL".

Unemployment

The unemployment question took up a large part of the discussions of the convention, an imposing number of delegates suggesting various remedies ranging from a "march on Ottawa" to the abolition of overtime.

At the conclusion of the debate on this subject, the delegates adopted a resolution requesting the holding of a conference to be attended by representatives of governments, capital and labour, and suggesting the general application of the 40-hour week, the carrying into effect of an intensive program of public works and the placing of immigration under the jurisdiction of the federal Department of Labour.

This was a substitute resolution for five others, presented by various affiliated organizations.

Mr. Laberge, Secretary of the Montreal Council, suggested a "march on Ottawa" to coincide with the holding of a federal-provincial conference. He said that the time for resolutions was past and the time for action here.

"If we can put on big demonstrations in favour of hockey player Maurice Richard," he said, "why couldn't we do as much in favour of the unemployed?"

Roméo Girard, of the Handbag Workers, said the fact that people are suffering from hunger in a prosperous country was intolerable. "We wonder," he added, "whether it's only in totalitarian countries that people have work 52 weeks a year and whether it takes a war to maintain full employment."

Mr. Côté, President of the Montreal Council, said that it is time to do something if we don't want the workers to think that the democratic system is unable to offer bread to all its citizens. He recommended that all immigration be stopped until economic conditions have improved.

Hector Marchand, of the International Longshoremen's Association, a Montreal city councillor, pointed out that he was opposed in the past to any political action on the part of the trade unions, but said that he now realized that something must be done on this level.

The Canadian representative of the distillery workers' union, Mr. Fournier, appealed for level-headedness, saying that there was no use "smashing things up". He stated that the responsibility for unemployment lies with the three levels of government.

Delegate André Levesque, of the printers' union, reminded the delegates that "the best way to fight Communism is to prevent people from starving".

A number of delegates, including Mr. Hurens, stressed the fact that the establishment of the 40-hour week throughout the country would relieve unemployment.

Labour Relations Act

The convention protested against the provincial Labour Relations Act in a discussion during which it called for the imposition of fines of $100 to $500 a day on any employer who refused to reinstate a worker dismissed for union activity.

"This is the most unfair law I know," said Bernard Shane, Canadian Vice-president of the International Ladies' Garment Workers' Union. This law favours employers and the penalties imposed on employers who violate it are ridiculous, he declared.

Edouard Larose, one of the Vice-presidents of the Federation, said that "this law is the graveyard of all the legal aspirations of the worker". Adding that it has become an obstacle to the improvement of social conditions, Mr. Larose stated that the time has come to go in for political action in order to have some changes made in it.

Victor Trudeau and Louis Laberge, for their part, laid the greatest blame on the Labour Relations Board.

"It's no use getting higher fines for infractions of the law," Mr. Leberge suggested, "as we will never succeed in having an employer convicted of an infraction." He added that it would be better to abolish the Act.

The Convention also:—

Appointed a committee to study the question of full employment and the guaranteed annual wage;

Raised the per capita monthly tax from 2½ to 4 cents;

Recommended the setting up of a provincial committee for the abolition of discrimination by reason of race, creed or nationality;

Exposed the abuses of certain doctors who ask exoribitant fees;

Recommended a number of amendments to the Income Tax Act;

Suggested a revision of electoral constituencies, both federal and provincial;

Asked that the identification card be made compulsory for all residents of towns and cities in the province;

Recommended that the week of the first Monday in September be known as "Labour Week".

Asked the provincial Government to make the check-off of union dues compulsory.

Claude Jodoin

Claude Jodoin, President of the Trades and Labour Congress of Canada, addressed the delegates during the second day of the convention and charged that the various levels of government are "passing the buck" in the matter of unemployment by appealing to "constitutional responsibility".

Mr. Jodoin, who resigned as President of the Montreal Trades and Labour Council last fall when he was elected President of the TLC, stressed the fact that the various governments must lay aside all partisan spirit "in order to settle once and for all the question of constitutional responsibility in this field".

Mr. Jodoin also criticized governments that do not grant their employees the right to organize and to negotiate collective agreements. "Governments which pretend to be democratic and which extol freedom," he said, "should begin by granting freedom to their own employees."

Denying insinuations to the effect that the Canadian labour movement takes orders from American organizations, he replied that the TLC takes orders only from its 610,000 members, through their delegates at the yearly conventions.

He added that there is close co-operation between the TLC and the AFL because these two labour organizations are of "the same mind and have the same principles, their main principle being opposition to dictatorship, be it from the left or from the right".

In this connection, Mr. Jodoin stressed the fact that the TLC has refused to send delegates to the Fifth Session of the Petroleum Committee of the ILO in Venezuela and to the May Day celebrations in Moscow, "because the workers of those countries are not free".

Dealing briefly with the proposed union merger, the TLC President pointed out that there "probably should never have been any separation". He added that it would be of advantage to all Canadian workers to unite in one single organization.

"There are still too many non-unionized workers in the country," he said. "We shall not rest until all Canadian workers are members of free unions."

To those who claim that the merger would affect the workers' freedom and that it would place the country under the control of union organizations, Mr. Jodoin replied that "the workers do not seek control of the country but only to obtain fair working conditions and social security."

Gordon Cushing, Secretary-Treasurer of the TLC, also spoke briefly, stressing the necessity of a wide educational program within the labour movement.

Hon. Antonio Barrette

"A genuine industrial, economic and social revolution has taken place in the province of Quebec since the last World War," stated the Hon. Antonio Barrette, provincial Minister of Labour, at the convention's closing dinner.

He added: "If we should go back ten years, it would be like stepping from broad daylight into darkness."

Mr. Barrette pointed out that "great and powerful unions have come out of great and powerful companies," and that, today, ownership of a company does not rest any longer with an individual proprietor but rather with an association which often has more shareholders than employees.

"Each section of society," he said, "must enjoy its share of justice. You make requests and you are right in doing so. You obtain what you have requested. But you must not forget that other classes of society make requests too. We must govern justly.

In this connection, Mr. Barrette warned that "the rights of individuals and groups stop where the rights of other individuals and groups begin."

The provincial Minister of Labour declared that Quebec will never have laws "to force people into contracts".

"We are against the conscription of capital or labour," he said. "We want people to meet and negotiate. Understanding always results where there is good faith. When conflicts arise, it is because people have refused to meet."

Mentioning a number of improvements made recently in the Labour Relations Act, the Minister promised more amendments to come, though he did not specify their nature.

In thanking the Hon. Mr. Barrette, President Provost stated: "We shall continue to make claims; it is our job and circumstances force us to do so."

Elections

Mr. Provost, Provincial Director and a Vice-President of the United Textile Workers of America (AFL), was unanimously re-elected President of the Federation for a fifth term.

Armand Marion, Hotel and Restaurant Employees and Bartenders International Union, was re-elected Secretary for a second consecutive term in a very close vote between him and Roméo Girard.

Vice-presidents elected were: Edouard Larose and R. M. Bennett, Montreal; J. B. Hurens, Quebec; Jacques Lambert, St. Maurice; René Fournier, Eastern Townships; Marcel Charbonneau, Laurentians; Georges Métivier, Richelieu; and Pat O'Farrell, Western Quebec. Mr. Lambert is the only newcomer.

Bernard Shane, Canadian Vice-President of the ILGWU, was named Honorary Vice-president of the Federation.

United Auto Workers Convention

3,000 delegates approve decision to seek guaranteed annual wage in this year's negotiations and make 30-hour week union's next target, overwhelmingly support tripling of union dues to build up strike fund

Automobile companies in the United States will have to guarantee to members of the United Auto Workers of America (CIO) 52 weeks' pay a year in the forthcoming union-company negotiations or be shut down by strikes, UAW President Walter Reuther told 3,000 delegates at the union's 15th biennial convention in Cleveland, Ohio, March 27 to April 2. Once the auto workers have obtained the guaranteed annual wage, they will then seek the 30-hour week, Mr. Reuther said.

The convention endorsed an increase in union dues from $2.50 to $7.50 monthly to build up a $25,000,000 strike fund to back the demand for a wage guarantee.

"We are irrevocably committed to the principle that workers in our industries are morally and economically entitled to a year-round-wage," the UAW leader said, adding that his union would give earnest consideration to any other plan that industry had to offer as a better or more practicable scheme.

"There is no reason on earth why this issue cannot be settled rationally and peacefully if management comes to the bargaining table prepared to discuss not 'whether' but 'how'", Mr. Reuther said.

Wage Plan

The wage plan the auto workers are seeking provides for a full weekly wage for any worker who is called in to work any time during the week, as well as an annual guarantee of 52 weeks' pay—even when work is not available—for any auto worker who has been employed steadily two years or longer.

Part of the guarantee will come from regular unemployment insurance benefits, while a combination of pay-as-you-go-

payments from management augmented by a reserve trust, also built up by the employers, will provide the additional funds needed to give the unemployed worker the full "purchasing power" he had while on the job.

Emphasizing that the plan provides for a ceiling on an employer's liability, Mr. Reuther said the maximum cost of the plan "is no different from the cost of a wage increase of so many cents an hour". If management scheduled its production to provide full employment, the cost of the plan would be greatly reduced, the CIO leader pointed out.

"Despite the rantings of the opponents of guaranteed employment no ideological issues are involved," Mr. Reuther said. "The UAW plan is a practical approach to the problems of practical morality and practical economics.

"Workers have waited many years to achieve their long-sought goal of guaranteed employment. They are prepared to wait no longer," he declared. "The time for study is past; the time for action is here."

Strike Fund

In preparation for negotiations with the major automobile companies (scheduled to begin with General Motors on April 7 and with Ford on April 12), the delegates approved the building up of a $25,000,000 strike fund. Monthly dues will be increased from $2.50 to $7.50 until this goal is reached. Dues will then revert to the original $2.50 per month until the fund falls below $20,000,000. They would then be increased to $3.50 a month until the $25,000,000 was again reached, dropping back again to the regular monthly levy.

Recommending the dues increase, Mr. Reuther said: "When we take steps to raise a defence fund of $25,000,000 we aren't preparing for a strike, we are just preparing to defend ourselves if we are forced into a strike. We are preparing to negotiate from strength just as the free world prepares to negotiate from strength."

Opposition to the increase in dues was voiced by Douglas McEntee, delegate from Toronto. Mr. McEntee said that Canadian members would be overwhelmingly opposed to the $5 temporary increase. Canadian UAW members and other "low-wage workers in the $1 and 75-cent-an-hour class" could not afford this increase, he said.

As an alternative, Mr. McEntee asked that all money now in the strike funds of individual UAW locals be transferred to the international fund, and that dues be permanently increased by $1.

Organization Plan

Following convention approval of the increase, the delegates unanimously went on record as approving the proposed AFL-CIO merger. Calling for a joint crusade on this point, Mr. Reuther said, "we don't want labour unity for the convenience and comfort of the leadership. We want labour unity based upon growth, not stagnation".

In addition to approving the labour unity resolution, the delegates offered to contribute $1,500,000 to a vast organizing drive if the other unions in the merged federation would do the same. If other labour groups follow the UAW lead, between $5,000,000 and $10,000,000 can be raised to "organize the unorganized", Mr. Reuther said.

Referring to the proposed merger in Canada of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the unity resolution said: "As Canada moves towards its own labour unity and a similar opportunity (for organization) presents itself in that great country, this convention authorizes and instructs the (UAW) international executive board to make a similar contribution to a united fund designed to complete the Canadian organization task."

Automation

The 30-hour work week will be the next bargaining target of the auto workers after the present drive for the guaranteed annual wage, convention delegates learned. In his keynote address, President Reuther said he saw no end to labour's demands for more pay and improved working conditions so long as the American economy keeps expanding.

"When we go to the bargaining table," he said, "management asks 'Don't you ever get tired of asking for more and more?' ". He said that unions would never let up on their demands so long as they felt they were "economically just and necessary". He added: "When we get our basic economic needs satisfied and when we get the economic problems nailed down, the next demand has to be for a shorter work week so we'll have more time to enjoy the good things of life that we have."

Delegates approved the objective of the shorter work week at the final session of the convention. They directed the union's international executive board to watch new technological developments closely and to work out a strategy and time-table for obtaining the reduced work week. The proposal is not part of the UAW's 1955 bargaining program and will not figure in

the negotiations with the automobile companies for the guaranteed annual wage.

According to Mr. Reuther, the new technology, in which automation is playing an increasing part, can "provide the opportunity of building a better tomorrow in a world in which people and nations can live at peace, free from the pangs of hunger". The UAW President warned that the changes in industry must not be allowed to get out of hand for fear of "a social and economic nightmare in which men walk idle and hungry, made idle as producers because the mechanical monsters around them cannot replace them as consumers".

As instances where automation has replaced the worker, Mr. Reuther cited the television industry where sets are manufactured without a single worker touching them, the electronics industry where production has been increased 275 per cent and the labour force only 40 per cent, major insurance companies that have employed automation to run their offices, and the fishing industry where labour requirements have been radically reduced through the use of electricity.

The union leader emphasized that the UAW was not afraid of automation but, rather, welcomed "technological progress and the promise of peacetime use of the power of the atom". He stressed the role labour has to play in this development and said it must impress upon government the need to move quickly to study the new science and prepare for it so that workers will not be uprooted and cast aside.

A. R. Mosher

Canadian labour's campaign for public ownership of industry may be advanced through the guaranteed annual wage, A. R. Mosher, President of the Canadian Congress of Labour, suggested while addressing the convention delegates. The CCL leader said "perhaps it will help focus attention on the issue of public versus private enterprise".

Mr. Mosher said he was "fully in accord with the view that the purpose of industry is the meeting of human needs" and added "it has no other justification".

The CCL President said he found it "wholly unjust and unfair that a large proportion of the workers of the nation are paid on an hourly basis and are required, because of a lack of planning of industry, to spend a part of each year in idleness".

Arguing in favour of political action by labour, Mr. Mosher said: "Governments can ruin some industries by the manipulation of tariffs and taxation, or encourage others. In the field of public utilities, there has been a growing demand for government intervention and control, both in your country and in mine. The public is looking to governments for protection against exploitation and profiteering.

"In both our countries", he went on, "labour legislation has been either inadequate to protect the rights of the workers or has actually limited or destroyed those rights." Arguments in favour of political action by organized labour are so strong, he declared, "they can be neglected only to the detriment of the labour movement generally".

George Meany

AFL President George Meany declared his support for the auto workers in their campaign for the guaranteed annual wage. His address to the delegates was the first ever given by an AFL official at a UAW function.

Mr. Meany said he felt that AFL unions would support the auto workers financially if they asked for help. Stating at a press conference that he did not know whether a guaranteed annual wage would be practical in the auto industry, he said: "I'll take Walter Reuther's judgment on it—that's good enough for me".

Canadian Unemployment

The unemployment picture in Canada has been "deliberately confused" by the Government's practice of releasing each month two sets of "official" unemployment figures, Mr. Reuther declared in his detailed annual report to the convention. (Figures released by the National Employment Service indicate the number of persons seeking jobs through NES offices while those issued by the Dominion Bureau of Statistics show the number of jobless as indicated by a survey conducted by the Bureau.)

Mr. Reuther argued that in the NES tabulation "pains are taken" to eliminate from the count applicants who already have jobs which they wish to change, and applicants who may have obtained jobs without notifying the Service, so that as far as possible the NES figures represent an actual count of people without jobs and seeking work.

Based on sample surveys, the Bureau figures do not count as unemployed, workers on temporary layoffs and probably exclude other groups classifying them as "not in the labour force", the UAW leader's report said.

NES figures show that for 1953 as a whole, unemployment averaged 8·9 per cent greater than in 1952, while unemployment in 1954 was 39·3 per cent greater than in 1953 and 51·8 per cent greater than in 1952.

The Bureau figures, though smaller in absolute amount, indicate that unemployment in 1954 was 71·1 per cent greater than in 1953 and 81·9 per cent greater than in 1952.

Mr. Reuther's report added that the tragedy of Canada's unemployment problem was made "more grim by the refusal of the federal Government to recognize its seriousness". He added that "no effective action has been taken to stop the dry rot of growing unemployment".

The report stated that in proportion to the size of the labour force, unemployment in Canada has been much more severe than in the United States. "In January 1955", he said, "with the worst of the winter's unemployment yet to come, National Employment Service figures showed almost 570,000 workers unemployed. In proportion, an equivalent figure for the United States would be more than 7,000,000."

The report concluded that, despite growing population and increasing productivity, the whole Canadian economy was "running in low gear".

Canadian Delegates

Four Canadian UAW delegates were stopped at the United States border while en route to the convention. Three were eventually permitted to continue their journey. A United States customs official reported that the delegates had been detained because they were "suspected of holding membership in Communist-front organizations".

Canadian immigration laws were condemned as discriminatory by a Toronto delegate who said that immigration policies bar persons from the British West Indies and Asia from entering the country and that such persons were subject "to being thrown in jail for no other reason than the colour of their skin". President Reuther agreed to have the convention resolution opposing racial discrimination related to the situation in Canada.

Elections

Both Mr. Reuther and UAW Secretary-Treasurer Emil Mazey were returned to their posts by acclamation. Vice-presidents Richard T. Gosser and John W. Livingston were re-elected by the convention delegates.

Due to the increased size of the union and added administrative duties, two additional vice-presidents were created on the union's executive board. Elected to these positions were Norman Matthews and Leonard Woodcock.

Council for Development of Employment Security Personnel

Three Canadians, two from Unemployment Insurance Commission and one from Civil Service Commission, will assist in setting up of programs to promote job competency of personnel in employment security work

Three Canadians were appointed to a special committee to organize a practical approach to the development of job security personnel following a two-day meeting in Chicago March 31 to April 1 under the auspices of the International Association of Personnel in Employment Security, the Unemployment Insurance Commission of Canada, the Canadian Civil Service Commission, the Interstate Conference of Employment Security Agencies, state agencies, the Civil Service Assembly of the United States and Canada and the U.S. Bureau of Employment Security. The conference was held under the chairmanship of IAPES President Ralph P. Hartley, who is Atlantic Regional Superintendent of the UIC.

Appointed to the special committee, in addition to Mr. Hartley, was Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, and Dr. Ernest C. Desormeaux, Secretary of the UIC. Among the other committee members are six employment security agency executives recommended by the Interstate



International Council for Personnel Development in Employment Security. Seated (left to right): E. C. Desormeaux, Edward Wood, Eugène Busha, IAPES President Ralph P. Hartley, Miss Marian E. Perry, D. M. McSween. Standing (from left): E. R. Nelson, Dr. O. E. Ault, Miss Hal M. Gwinn, Charles Cushman, W. Garnett Johnson, Arthur M. Reagan, John B. Griffin, Harry F. Smith and Dr. Charles S. Gardiner.

Conference of Employment Security Agencies and two each from the Civil Service Assembly of the United States and Canada and the U.S. Bureau of Employment Security.

In order to promote job competency and the professional development of those engaged in employment security work, the conference approved the establishment of the International Council for Personnel Development in Employment Security. Mr. Hartley served as temporary chairman while W. Garnett Johnson, IAPES 2nd Vice-president and executive assistant to the Kentucky Department of Economic Security, was elected permanent chairman. Donald M. McSween, Commissioner of the Tennessee Department of Employment Security, was named Vice-chairman.

Dr. Ault was named to serve on a committee studying recruitment policies while Dr. Desormeaux was appointed chairman of the committee studying personnel development. Subcommittee reports will be co-ordinated by the Council chairman and will be released when completed.

Nine Canadians at ICFTU Congress in Vienna

Nine Canadian trade unionists are attending the 4th World Congress of the International Confederation of Free Trade Unions at Vienna this month.

The delegation from the Trades and Labour Congress comprises Andrew Cooper, Canadian representative of the United Brotherhood of Carpenters and Joiners; Bernard Shane, Vice-president in Canada of the International Ladies' Garment Workers' Union; John H. Reid, Canadian representative of the Bakery and Confectionery Workers' International Union; and Albert Mayer, President, Saskatchewan Civil Service Association.

The Canadian Congress of Labour delegation will be headed by Secretary-Treasurer Donald MacDonald and will include William Mahoney, Assistant Canadian Director, United Steelworkers of America; S. M. Hodgson, International Woodworkers of America; John Brady, United Automobile Workers; and Eugene Forsey, CCL Research Director.

50 Years Ago This Month

Only in Ontario and British Columbia were plumbers and painters on eight-hour day, 1904 survey found. Wages increased 25 per cent and hours of work declined considerably in 15-year period ending in 1904

Higher wages were being paid to plumbers and painters in British Columbia, Manitoba and the Northwest Territories than elsewhere in the country, it was reported in the LABOUR GAZETTE of May 1905 in another of the series of articles on wages, hours and working conditions in the building trades. In Ontario, the highest rates were being paid in Toronto and in localities near the United States border while in Quebec, contrary to the prevailing trend, smaller centres reported rates as high as, and in some cases higher than, those in larger localities. This was due to the fact that painters and plumbers were not resident in many Quebec areas and had to be brought in at additional expense for any major projects.

The survey revealed that the eight-hour day for both groups was confined to Ontario and British Columbia, being more common in the latter province, and that the nine-hour day was more prevalent in Ontario than in the other provinces. Approximately 32 per cent of the painters covered in the Department of Labour's survey were working nine hours or less a day.

Of 107 localities surveyed, 72 reported plumbers working a ten-hour day; 30, a nine-hour day; five, an eight-hour day; and 24, a shorter working period on Saturday. In 162 localities surveyed, painters were working 10 hours a day in 124, nine hours in 31, seven hours in seven and a reduced period on Saturday in 25.

Referring to the Royal Commission on Capital and Labour of 1899, the article noted that wages for painters had increased an average of 24·2 per cent by 1904. Plumbers' rates had shown a similar increase.

In Halifax, where painters were earning $1.33 to $1.83 a day and plumbers $1 to $1.66 in 1889, the wage rates in 1904 stood at $1.67 to $2 and $2, respectively, the article noted.

Hours of work for both trades declined considerably over the 15-year period, the article revealed. Ten out of 13 returns studied in 1889 indicated a ten-hour day and three a nine-hour day whereas in 1904 only two instances of the ten-hour day were reported, seven of the nine-hour day and four of the eight-hour day.

As with other occupations in the building trades, the highest wages paid were found in British Columbia. Top wages for painters were reported in Sandon and Similkameen, where $4 a day was the prevailing rate. Peak wages for plumbers were reported for the same centres, where $4 daily was also the going rate.

Referring to the census returns of 1870, 1880 and 1890, the article reported that in the latter year 1,321 painters and glaziers were employed in Canada at an average yearly wage of $378.15. In 1870, an average annual wage of $277.07 was paid to 507 painters and glaziers and in 1880, an annual rate of $289.23 was earned by 759.

A sharp increase in the price of beef, ranging from 20 to 30 per cent, was the feature of April's cost-of-living report. The increase was attributed to a heightened demand in the British market and a scarcity of stall-fed cattle. Rents continued to increase during the month.

Butter, eggs and other farm produce were showing "a very considerable and general decline", while coal was also dropping in price the GAZETTE reported.

On the industrial scene, wage increases were gained in April by several groups throughout the country. Copper-mine workers in Greenwood, B.C., had their wages increased from $3 to $5 a day, bricklayers in Nova Scotia from 40 to 45 cents an hour, stone cutters in Quebec from 25 to 30 cents an hour, carpenters in London, Ont., by two cents an hour and plumbers in Toronto, by one cent an hour.

Eleven industrial disputes were reported to the Department of Labour during April, compared with nine during March and 20 in April 1904. The number of workers affected was 855, compared with 486 in March and more than 2,000 a year earlier.

The loss in time through these disputes was estimated at approximately 9,150 working days, an increase of 2,180 over the previous month and a decrease of 4,480 days compared with April 1904.



Find LMPC Mutually Helpful

A good example of the kind of labour-management co-operation that is mutually helpful is evident at Alliance Paper Mills, Limited, Merritton, Ont.

Employees at Alliance Paper Mills, Limited, are members of Local 77, International Brotherhood of Pulp, Sulphite and Paper Mill Workers of America.

Commenting on the advantages gained through labour-management co-operation at Alliance, "Murdo" MacDonald, President of the union local and Co-chairman of the Mutual Interest Board, said:—

"I find that the relationship here between management and union is excellent, and that the company contributes 100 per cent to making things pleasant for the employees. We make a practice of getting all new employees interested in the LMPC idea, and as soon as they do, they co-operate fully and push just as hard as the older hands to make things operate successfully . . .

" . . . All around, we have found that our two-way co-operation system is a great asset, and is improving all the time. Our relationship with management is excellent, and the LMPC activity is, to a great extent, responsible for the situation."

Management's Views

Speaking for management, G. Howard Smith, Industrial Relations Manager and Chairman of the Committee, said:—

"I believe that it is a fundamental precept that people are more contented in their work, and therefore more efficient, if they can see purpose in their effort and can contribute to the over-all goal.

"The Mutual Interest Board provides a medium for the interchange of ideas between management and the employees. It is a place where we can talk earnestly about the plans and problems of the company and reap the benefits of many opinions.

"The company, after all, is the people who work in it. The livelihood of all is tied up in its fortunes, and it is our belief that everyone is concerned in this."

LMPC Aids in Safety Program

Through the efforts of the joint labour-management safety committees, the employees of Canadian Forest Products, Limited, and associated companies in Vancouver have been participating in a well-devised safety program.

The company has offered some novel incentives to keep safety-consciousness at a high level at all times, and particularly during working hours. Locals of the International Woodworkers of America actively co-operate in the program.

In instituting the safety program, which was done after discussion in the joint labour-management safety committees, it was decided that any awards given for improved safety records should be shared by all employees contributing to the good record, rather than by a selected few.

"Silver Dollar Mondays"

When the program came into effect, one scheme that was developed was "Silver Dollar Mondays".

Every Monday a member of the safety committee asks the employees pertinent questions on safety. The first five individuals who answer a question correctly are each rewarded with a silver dollar.

A second plan provides a free show and prizes for employees when accident-free periods are recorded. The plan works as follows:—

If a period of 25 days accumulates without an accident being recorded, every employee in the plant is entitled to attend one motion-picture show at the company's expense.

A period of 50 accident-free days means another free show, and also a drawing for seven prizes.

Another free show for everyone is provided if a 100-day accident-free period is recorded and, in addition, $100 is deposited to the account of the Community Fund, an employee-operated recreational enterprise.

In addition, a monthly employee magazine devoted to personnel news and safety is published and distributed. The magazine bears the appropriate title: *Stay Alert, Stay Alive.*

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service. Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

C.L.R.B. Rules of Procedure and I.R. & D.I. Regulations Revised

Changes made were not substantive, being made mainly for purposes of convenience in drafting, conformity with other Regulations, clarity of meaning. Complete texts of Regulations and Rules reproduced here

The Industrial Relations and Disputes Investigation Regulations and the Rules of Procedure of the Canada Labour Relations Board have been revised. Texts of the revised Regulations and Rules of Procedure are reproduced below.

The revisions were made in accordance with the Regulations Act (Chapter 235, Revised Statutes of Canada, 1952). Regulations made under Section 9 of the Act provide for the preparation and publication of consolidations of Regulations, and of supplements to such consolidations, from time to time, as determined by the Governor-in-Council.

No substantive changes were made in either the Regulations or the Rules of Procedure. In the Regulations, the reference to "Part XV of the Criminal Code" has been dropped because it is no longer applicable in view of amendments to the Code. In the Rules of Procedure, there has been a consolidation of the original Rules with the amendments made by Orders in Council P.C. 1547 and P.C. 2007 of 1950 and 1952, respectively.

Other changes in the Regulations and Rules have been made for purposes of convenience in drafting, conformity with other Regulations, and clarity of meaning.

THE INDUSTRIAL RELATIONS AND DISPUTES INVESTIGATION REGULATIONS

[Made pursuant to the provisions of Section 67 of the Industrial Relations and Disputes Investigation Act, Chapter 152 of the Revised Statutes of Canada, 1952, by the Governor General in Council (Order in Council P.C. 1954-1727 of November 18, 1954) and published in the CANADA GAZETTE on December 8, 1954.]

1. These regulations may be cited as the *Industrial Relations and Disputes Investigation Regulations.*

2. In these regulations,

(a) "Act" means the Industrial Relations and Disputes Investigation Act;

(b) "Minister" means the Minister of Labour and includes the Deputy Minister of Labour; and

(c) "party" includes a person, corporation, trade union, bargaining agent, employee, employers' organization or employer.

3. Any notice, request or complaint that may be given or made to the Minister by any party under the Act may be given or made to the Director of Industrial Relations, Department of Labour, Ottawa, Ontario, for the Minister, and may be given or sent by mail or may be left with the Director for the Minister.

4. (1) Where, under the Act or these regulations, any notice or report is required or authorized to be given or sent by the Minister or a Conciliation Board or an Industrial Inquiry Commission to any party, the notice or report may be given or sent by mail addressed to that party at his place of business or usual abode or may be personally served upon or given to that party or in his absence may be left for that party with any person at his place of business or at his usual place of abode.

(2) Any notice or request authorized or required to be given or sent by the Minister to any party pursuant to the Act giving effect to or giving notice of any direction or decision of the Minister may be given or sent for him by the Director of Industrial Relations, Department of Labour, Ottawa, Ontario.

5. Service of any writ issued by the Canada Labour Relations Board or a Conciliation Board or an Industrial Inquiry Commission requiring any person to appear before the Canada Labour Relations Board, Conciliation Board or Industrial Inquiry Commission, as the case may be, to give evidence or to give evidence and to bring with him any documents in his possession or under his control, may be effected by personal service on the person to whom it is directed.

6. Any summons, warrant or writ to compel the attendance of a witness or other person before a court, judge or magistrate

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

pursuant to the Act and any notice of appeal from any decision made under the Act by a court, judge or magistrate may be served in the same manner as a like summons, warrant, writ or notice may be served under Summary Conviction proceedings of the Criminal Code.

7. In addition to the method of service authorized by Section 6, service of any summons, warrant, writ or notice mentioned in Section 6 upon a trade union or corporation may be effected by service of the same upon any officer in Canada of such trade union or corporation or by leaving it at the office of the trade union or corporation or at the last or most usual place of abode of any officer of the trade union or corporation with some inmate thereof apparently not under sixteen years of age.

Notice to Commence Collective Bargaining

8. Where a notice to commence collective bargaining has been given by an employer or employers' organization or a bargaining agent to any other party pursuant to Section 12 or 13 of the Act, it shall contain the following particulars:—

(a) it shall be signed by the party giving the notice or signed on his behalf in the manner prescribed by Section 47 of the Act, and shall be addressed to the party to whom the notice is to be given;

(b) it shall be dated and shall contain a request to the party to whom notice is given to commence collective bargaining wtih the party giving the notice with a view to the conclusion of a collective agreement between them or to the renewal or revision of any existing collective agreement between them, as the case may be; and

(c) it shall designate a convenient time, within twenty days from the date of the giving of the notice, when, and a convenient place where, parties may meet and commence or cause authorized representatives on their behalf to meet and commence collective bargaining.

Request for the Appointment of a Conciliation Officer or Conciliation Board

9. Where a request is made to the Minister by a party to collective bargaining, pursuant to Section 16 of the Act, to instruct a conciliation officer to assist the parties in collective bargaining or for the appointment of a Conciliation Board, the request shall be accompanied by a statement containing the following information:—

(a) the name and address of the party making the request and of the other party to the collective bargaining;

(b) the date upon which notice was given under Section 12 or 13 of the Act, as the case may be, to the other party to commence collective bargaining, together with a copy of the notice;

(c) a copy of any existing collective agreement between the parties; and

(d) a statement of the steps that have been taken and the progress that has been made in collective bargaining following the giving of the notice, and the difficulties that have been encountered in connection with the collective bargaining since the date of the giving of the notice.

Complaint Alleging Violation of a Provision of the Act

10. (1) Where any complaint is made to the Minister under Section 43 or 44 of the Act alleging a violation of a provision of the Act, the complaint may be signed in the manner authorized by Section 47 of the Act for the signing of a notice under the Act and shall be duly verified by affidavit or statutory declaration.

(2) The complaint shall contain the following particulars:—

(a) the name and address of the party making the complaint and of the party against whom the complaint is made;

(b) a statement that the party making the complaint is aggrieved because of the alleged violation of the Act, with particulars setting out his interest in the complaint;

(c) the provision or provisions of the Act that, it is alleged, have been violated, including a reference to the sections in the Act containing those provisions; and a concise statement of the facts and actions upon which the complainant relies as constituting a violation of the Act, including all relevant dates and names and addresses of persons who are, in the opinion of the complainant, in a position to give evidence to substantiate the complaint, and the nature of such evidence; and

(d) the steps, if any, that have been taken by or on behalf of the complainant for the adjustment of the matters giving rise to the complaint.

(3) Upon receipt of a complaint, the Minister may request such further particulars of the complaint as he deems necessary from the party making the complaint and may as he deems advisable send forward a notice of the complaint and a copy of the complaint and of any particulars thereof made to and filed with him by the complainant to the party against whom the complaint is made, and may request that party to furnish to the Minister a reply to the complaint duly signed by that party and verified by affidavit or statutory declaration within seven days of receipt by that party of the notice or such further time as may be specified by the Minister.

Application to the Minister for Consent to Prosecute

11. (1) Where an application is made by any party to the Minister for consent to prosecute for an offence under the Act, the Minister may require the applicant to submit a written application in accordance with this section.

(2) The application may be signed on behalf of the party making the application in the same manner as is provided by Section 47 for the signing of any notice under the Act by the applicant and shall be verified by affidavit or statutory declaration.

(3) The application shall contain the following particulars:—

(a) the name and address of the applicant and of the party whom it is desired to prosecute;

(b) the particulars and nature of the offence alleged to have been committed and the provisions of the Act that it is alleged have been violated, including a reference to the sections of the Act containing those provisions and including the date or dates upon which and the place or places where the offence or offences against the Act were committed or, if a continuing offence, the date upon which the offence commenced and the period of time during which it continued; and

(c) a concise statement of the facts and actions upon which the complainant relies as constituting the violation or violations of the Act in respect of which consent to prosecute is requested, including all relevant dates and names and addresses of persons who in the opinion of the applicant are in a position to give evidence to substantiate the complaint and the nature of such evidence.

(4) Upon receipt of an application for consent to prosecute, the Minister may request from the applicant any further particulars that he deems necessary to dispose of the application and may give notice of the application and a copy of the application and of any particulars furnished by the applicant in support thereof as he deems advisable, to the party whom the applicant desires to have prosecuted, and may request that party to file a reply to the application duly verified by affidavit or statutory declaration within seven days following the receipt of the request or such further period of time as the Minister may specify.

RULES OF PROCEDURE OF THE CANADA LABOUR RELATIONS BOARD

[Made pursuant to the provisions of Section 60 of the Industrial Relations and Disputes Investigation Act, Chapter 152 of the Revised Statutes of Canada, 1952, by the Governor General in Council (Order in Council P.C. 1954-1727 of November 18, 1954) and published in the *Canada Gazette* on December 8, 1954.]

1. These rules may be cited as the *Rules of Procedure of the Canada Labour Relations Board.*

Interpretation

2. In these rules,

(a) "Act" means the Industrial Relations and Disputes Investigation Act;

(b) "Board" means Canada Labour Relations Board;

(c) "Chairman" means the Chairman of the Board and includes, during the absence of the Chairman for any reason, the Vice-Chairman of the Board;

(d) "Chief Executive Officer" means the Chief Executive Officer of the Board; and

(e) "party" includes a person, corporation, trade union, employee, employer, or employers' organization.

3. (1) The forms prescribed by the Board from time to time for use in proceedings before it shall be used in such proceedings; copies of these forms may be obtained for use by any party from the Chief Executive Officer of the Board, Ottawa, Canada.

(2) Where by these rules notices are required to be given by the Board to any party or by any party to any other party or to the Board, the notices shall, unless otherwise in these rules provided, be in writing and may be filed or given or served by being sent by prepaid registered mail or by personal service; notices to be served upon or filed with the Board may be addressed to or served upon the Chief Executive Officer of the Board, Ottawa, Canada.

(3) Where by the Act or by these rules a notice is required to be given by the Board, it may be given by the Chief Executive Officer.

Quorum of the Board

4. (1) Three members of the Board including the Chairman and one member representative of employers and one member representative of employees constitute a quorum for the purpose of any hearing or decision of the Board or the transaction of other business of the Board.

(2) The decision of the majority of the members of the Board present and constituting a quorum of the Board is a decision of the Board and, in the event of a tie, the Chairman has a casting vote.

(3) The Chief Executive Officer, with the concurrence of the Chairman, may set down any application or other matter pending before the Board for hearing by the Board and fix the time and place of the hearing, and shall do so in any case upon the request of the Chairman.

(4) Meetings of the Board shall be held as determined by the Board or at the call of the Chairman.

Enlarging or Abridging Time

5. (1) When the Board deems it advisable it may postpone or adjourn the hearing or consideration of any matter for such time and from time to time and upon such terms as it may deem fit; or in any matter or proceeding abridge or enlarge the time prescribed by these rules for doing any act, filing any document or instituting any proceedings before it.

(2) Where on the hearing of any application or other matter by the Board, the Board reserves or postpones decision thereon or on any issue in connection therewith, the Board may, at any subsequent meeting or meetings, make decision disposing of the

application, matter or issue, notwithstanding that the members of the Board at the subsequent meeting are not the same as the members of the Board who were present at the hearing.

Decisions of the Board

6. Evidence of all decisions of the Board shall be in the form of an order signed by the Chief Executive Officer.

Amendment of Proceedings

7. Any application or other document filed with the Board in connection with any proceeding under the Act may be amended at any time by leave of the Board upon such terms and conditions as the Board may prescribe.

Time for Filing Second Application

8. Where an application for certification has been refused by the Board, the Board shall not entertain any further application by the applicant for certification in respect of the same or substantially the same unit of employees until a period of six months has elapsed following the date of the decision, except by special leave of the Board where the Board is of opinion that the prior application was rejected on account of a technical error or omission in connection therewith.

9. (1) Subject to these rules, in any proceedings before it, the Board shall afford an opportunity to all interested parties either to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable in the circumstances.

(2) Where any question arises in any proceedings before the Board as to whether a party is an interested party therein the Board shall decide the question and its decision thereon is final and conclusive.

Application for Certification of Bargaining Agent

10. (1) An application by a trade union for certification as bargaining agent under Section 7 of the Act shall be in writing duly signed on behalf of the trade union as provided in Section 47 of the Act and verified by statutory declaration or affidavit of the person or persons who signed the application.

(2) Upon the filing of the application the Board shall give notice thereof and send one or more copies of the application to the employer of the employees in the proposed bargaining unit and to any other interested party.

(3) In any particular case where the Board deems it advisable, the Board may require the employer to post one or more copies of the application and notice and to keep them posted for seven days in a conspicuous place or places in his establishment where they are most likely to come to the attention of the employees in the proposed bargaining unit, and in such case, forthwith upon the expiry of the period of posting, the employer shall file with the Board a statutory declaration proving compliance with the instructions of the Board for posting.

(4) Within seven days of receipt of the notice and copy of the application, the employer and any other party to whom the notice is sent shall notify the Board that he desires or does not desire, as the case may be, to intervene to contest the application and file his reply thereto.

(5) Where notice of intervention is filed by the employer or other interested party, the party filing the notice shall file with the Board, within fourteen days of service upon him of the notice and copy of the application referred to in subsection (2), a reply to the application in writing signed on his behalf as provided in Section 47 of the Act and verified by affidavit or sworn declaration of the persons who signed the reply.

(6) The reply shall contain a concise statement of the material facts upon which the intervener intends to rely and shall specifically admit or deny each of the statements made in the application.

(7) The reply shall also state whether or not a hearing before the Board is desired by the intervener in order to present evidence or make further representations in the matter, and where a hearing is requested, the reasons for such request, the nature of the further oral representations or evidence that it is proposed to make or present, shall be stated.

(8) Upon the filing of the reply, the Board shall send a copy thereof to the applicant who shall inform the Board forthwith upon receipt thereof whether or not he desires a hearing on the application for the purpose of making oral representations or presenting evidence and the nature of the representations and evidence it is proposed to make or present at the hearing.

(9) Where the Board is of opinion that a hearing on an application is advisable, notice fixing a time and place of the hearing shall be given to the applicant and to the employer and to all other interveners filing replies; the notice may be given by mail, telegraph or telephone.

Application to Prescribe a Provision for the Final Settlement of Differences Concerning Meaning or Violation of a Collective Agreement

11. (1) An application to the Board to prescribe a provision for the final settlement of differences concerning the meaning or violation of a collective agreement may be made to the Board by either party thereto signed in the manner provided in Section 47 of the Act and duly verified by affidavit or statutory declaration of the person or persons who signed the application.

(2) The application shall set forth the names and addresses of the parties to the collective agreement in respect of which it is desired to have the provision prescribed, the date of execution of the agreement and its duration, and the reasons for making the application; a true copy of the collective agreement shall be filed with the application.

(3) Upon filing of the application, the Board shall give notice and send a copy thereof to the other party to the collective agreement.

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(4) Within fourteen days of receipt of notice and copy of the application, the other party to the collective agreement may file with the Board a written reply to the application signed as provided in Section 47 of the Act and verified by affidavit or sworn declaration of the person or persons who signed the reply.

(5) The reply shall contain a concise statement of the facts and arguments upon which the party making a reply intends to rely and shall specifically admit or deny each of the statements made in the application.

(6) The reply shall also state whether or not a hearing before the Board is desired in order to make further oral representations or present evidence and where a hearing is requested, the reply shall state the reasons therefor and the nature of the representations or evidence that it is proposed to make or to present.

(7) Upon the filing of the reply, the Board shall send a copy thereof to the applicant who shall inform the Board forthwith whether or not he desires a hearing on the application and, if so, the nature of the oral representations or evidence that he proposes to make or present at the hearing.

(8) Where the Board is of opinion that a hearing on an application is advisable, notice fixing the time and place of the hearing shall be given to the interested parties; the notice may be given by mail, telegraph or telephone.

Complaints Alleging Failure to Negotiate

12. (1) Where the Minister of Labour pursuant to Section 43 of the Act has referred to the Board a complaint from a party to collective bargaining that any other party to the collective bargaining has failed to comply with paragraph (a) of Section 14 of the Act or with paragraph (a) of Section 15 of the Act, the Board shall send a copy of the complaint to the party alleged to be in default and shall by notice require that party to file and that party shall thereupon file with the Board within ten days of receipt of the notice, a reply to the complaint in writing signed in the manner provided by Section 47 of the Act and verified by affidavit or statutory declaration of the persons who signed the reply.

(2) The reply shall state whether or not a hearing in the matter is desired and, if so, the nature of the representations or evidence that it is proposed to make or present.

(3) Before proceeding as provided in subsection (1) the Board may require the complainant to furnish further particulars in writing of the complaint and a full statement of the facts relied upon in support thereof duly verified by affidavit or statutory declaration.

(4) The reply to the complaint shall contain a concise statement of the facts upon which the party making the reply intends to rely and shall set out the facts and circumstances relating to the bargaining negotiations within the knowledge of that party and shall specifically admit or deny each of the statements made in the complaint.

(5) The respondent shall forward with the reply a copy of any notice or notices to commence collective bargaining given by or on behalf of the complainant to the respondent or by the respondent to the complainant and being or purporting to be given pursuant to Section 12 or Section 13 of the Act and received or given by the respondent, as the case may be.

(6) Where the Board is of opinion that a hearing on a complaint is advisable, notice fixing the time and place of hearing shall be given to the interested parties; the notice may be given by mail, telegraph or telephone.

(7) Upon the filing of a reply, the Board shall send a copy thereof to the complainant.

(8) Notwithstanding anything in this section, the Board may at any time following receipt of a complaint referred to the Board by the Minister, if it deems it expedient to do so, set the matter down for hearing before the Board at such time and place as may be fixed by the Board therefor.

(9) In the disposition of the complaint, the Board may take into consideration the reports of any inquiries made by it or that the Minister of Labour has caused to be made in connection with the complaint prior to the transmission of the complaint to the Board and that the Minister has made available to the Board.

Failure to Make Reply

13. Where upon an application or other proceedings before the Board, a party fails to give notice or to make reply within the time prescribed by these rules for doing so, that party is not entitled, except by leave of the Board, to any further notice of proceedings in the matter or to make further representations or to give further evidence to the Board in connection therewith.

Time of Filing

14. (1) Where the Board has directed a trade union or employers' organization to file with it a statutory declaration stating the names and addresses of its officers or a copy of its constitution and bylaws, the trade union or employers' organization shall comply therewith within seven days of the receipt of notice.

(2) Every trade union and employers' organization making application to the Board under these rules shall file with the Board a copy of its constitution and bylaws and the names and addresses of its officers, if they are not at that time already on file with the Board.

Member in Good Standing

15. For the purposes of Section 7 of the Act, a member in good standing of a trade union shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of the application for certification

(a) a member of the union; and

(b) has, on his own behalf, paid at least one month's union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of the application; or

(c) where he has joined the union within the period mentioned in paragraph (b) has, on his own behalf, paid the union application or admission fee in an amount at least equal to one month's union dues.

Votes of Employees

16. (1) Where the Board has directed that a vote be taken of the employees in a bargaining unit, the Chief Executive Officer is responsible for the taking of the vote and reporting thereon to the Board and, subject to the direction of the Board, he has authority on behalf of the Board to settle all matters pertaining to the taking of the vote and to issue directions deemed necessary by him for the taking of the vote including, without restricting the generality of the foregoing, authority to

(a) settle the list of employees entitled to vote;

(b) settle the form of the ballot;

(c) fix the method of voting and the time and place or places for the taking of the vote;

(d) settle the forms of notice of election and provide for the posting thereof;

(e) appoint a returning officer, deputy returning officer and poll clerks as he may deem necessary;

(f) direct, in any case, that certain ballots be segregated and referred to the Board for a ruling; and

(g) give any special directions he may deem necessary as to the proper conduct of the vote.

(2) Every interested party shall comply with every reasonable request made by the Chief Executive Officer, or any person designated by him to assist in the taking of the vote, for information or assistance required by him in the preparation for or the taking of the vote.

17. (1) The Chief Executive Officer of the Board, subject to the direction of the Board, is responsible for the processing of applications made to the Board, the issue of notices on behalf of the Board, the conduct of investigations for the Board in connection with applications and other matters coming before the Board and may, subject to the direction of the Chairman, in his discretion, undertake or cause to be undertaken such investigation on the Board's behalf as he deems necessary in the circumstances of the case, and is responsible for the preparation and submission of reports to the Board concerning the matters mentioned in this section, and, subject to the direction of the Chairman, the issue of orders giving effect to the decisions of the Board.

(2) The Secretary of the Board shall keep a record of the proceedings and decisions of the Board and orders made by it, and shall assist the Chief Executive Officer in the discharge of his duties; in the absence of the Chief Executive Officer for any reason the Secretary shall act in his place.

18. A summons to require any person to appear before the Board to give evidence or to give evidence and bring with him any documents in his possession or under his control in the following form, varied to suit the case, shall be deemed good and sufficient for that purpose and may be given by the Chairman or the Chief Executive Officer, and service thereof may be effected by personal service on the person to whom it is directed:

SUMMONS

Before the

CANADA LABOUR RELATIONS BOARD

To: .....

In the matter of *The Industrial Relations and Disputes Investigation Act* and of

.....

..... affecting

..... (Applicant)

and

..... (Respondent)

and

..... (Intervener)

Whereas it has been made to appear that you are likely to give material evidence respecting the above-cited matter, you are hereby summoned and required to appear before the Canada Labour Relations Board at a hearing to be held at..... in the City of ..... on ..... the ..... day of ..... at the hour of ..... in the ..... noon, and so from day to day until the matter is heard, to give evidence touching the matter in question (and to bring with you at the time and place aforesaid and produce before the said Board .....

.....

and any other books, papers or documents in your custody or under your control in any way relating to the said matter).

Given under my hand this ..... day of ....., 19...

.....

(Name and title of signing officer)
Canada Labour Relations Board.

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Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during March. The Board ordered two representation votes of employees, rejected one application for certification, and granted one request for review of a Board decision. During the month the Board received seven applications for certification.

Representation Votes Ordered

1. Brotherhood of Railroad Trainmen, applicant, Midland Railway Company of Manitoba, Winnipeg, respondent, Order of Railway Conductors and Brakemen, intervener (conductors). (L.G., March, p. 298) (Returning Officer: R. H. Hooper). The names of the applicant and intervener will both appear on the ballot.

2. National Association of Broadcast Employees and Technicians, applicant, and Western Ontario Broadcasting Company Ltd. (Station CKLW and CKLW-TV), Windsor, Ont., respondent. (L.G., March, p. 298) (Returning Officer: R. L. O'Neill).

Application for Certification Rejected

Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, applicant, Dominion Catering Company Limited, Yellowknife, NWT, respondent, and Giant

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Yellowknife Gold Mines Limited, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., March, p. 298).

Request for Review of Decision Granted

Canadian Air Line Dispatchers' Association, applicant, and Trans-Canada Air Lines, Montreal, respondent (L.G., April, p. 425).

Applications for Certification Received

1. St. Maurice District Radio Employees' Union, on behalf of a unit of employees of La Cie de Radiodiffusion de Shawinigan Falls Ltée, Shawinigan Falls, Que. (Investigating Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of employees of Central Northern Airways Limited, Winnipeg (Investigating Officer: J. S. Gunn).

3. Saguenay and Lake St. John Telephone Employees' National Syndicate on behalf of a unit of employees of the Bell Telephone Company of Canada, Montreal (Investigating Officer: C. E. Poirier).

4. Transport Drivers, Warehousemen and Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America) on behalf of a unit of maintenance and service employees of Smith Transport Limited, Montreal (Investigating Officer: R. Trépanier).

5. Brotherhood of Railroad Trainmen on behalf of a unit of conductors of the Algoma Central and Hudson Bay Railway, Sault Ste. Marie, Ont. (Investigating Officer: R. H. Hooper).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers of The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

7. International Union of Operating Engineers, Locals 115 and 955, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, Edmonton (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister appointed conciliation officers to deal with the following disputes:—

1. Ogilvie Flour Mills Company Limited, Winnipeg, and Local 520, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

2. Giant Yellowknife Gold Mines Limited, and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc., Montreal, and Local 1657, International Longshoremen's Association (checkers) (Conciliation Officer: R. Trépanier).

4. Association of Lake Carriers and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough).

5. Shipping Federation of Canada, Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Trépanier).

6. British Columbia Packers Limited (whaling operations), and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Tidewater Shipping Company, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 61).

2. Yukon Consolidated Gold Corporation Limited, Dawson City, YT, and Dawson Miners' Union, Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 425).

3. National Harbours Board and National Harbours Board Employees' Association, Prescott, Ont. (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 425).

4. National Harbours Board, Halifax, N.S. and Division No. 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane) (L.G., April, p. 425).

5. Association of Lake Carriers and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough) (see above).

6. Shipping Federation of Canada, Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Trépanier) (see above).

7. British Columbia Packers Limited (whaling operations) and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe) (see above).

8. Giant Yellowknife Gold Mines Limited, and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (see above).

Conciliation Board Appointed

Canadian Pacific Air Lines, Limited, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie) (L.G., April, p. 425).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in February to deal with matters in dispute between CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians (L.G., April, p. 426) was fully constituted in March with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, H. M. Daly, QC, Ottawa, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Canadian Overseas Telecommunication Corporation and the Overseas Communication Union, Local 272 (L.G., April, p. 426), was fully constituted in March with the appointment of the Hon. Mr. Justice P. E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. Andras, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

During March, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (L.G., March, p. 300). The text of the majority and minority reports are reproduced below.

2. Bessborough Hotel, Saskatoon (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the majority and minority reports are reproduced below.

3. Jasper Park Lodge (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the unanimous report is reproduced below.

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61). The text of the majority and minority reports are reproduced below.

5. Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Region) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., July 1954, p. 993). The text of the unanimous report is reproduced below.

6. Chateau Laurier Hotel, Ottawa (Canadian National Railways), and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1954, p. 1725). The text of the unanimous report is reproduced below.

Settlements Following Board Procedure

1. Essex Terminal Railway Company, Walkerville, Ont., and the Brotherhood of Railroad Trainmen (L.G., Nov. 1954, p. 1574).

2. CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians (L.G., April, p. 426).

3. Canadian Overseas Telecommunication Corporation, Montreal (clerical employees) and Local 272, Overseas Communication Union (L.G., Nov. 1954, p. 1574).

Nova Scotia's Department of Labour handled 64 conciliation cases during the fiscal year 1953-54, it is reported in the Department's annual report. Of these, 58 were settled by conciliation officers, four were settled by conciliation boards, one by a conciliation officer after a strike following a board's report, and one strike continued following a board's report.

Report of Board in Dispute between

Vancouver Barge Transportation Limited
and
Seafarers' International Union of North America, Canadian District

Terms of Reference

To endeavour to effect agreement between the parties on the matters in dispute, namely:—

1. Wage Rates.
2. Overtime Rates.
3. Establishment of a Welfare Fund.

Observations

The Board met by arrangement on Tuesday, February 15, at 2 p.m. and immediately following the taking of the oath of office by the members proceeded with the hearing of the parties to the dispute.

Apart from a copy of the current agreement handed in by the Union as Employees' Exhibit No. 1, and a written submission presented by the employer and handed in as Employers' Exhibit No. 1, the argument pro and con was oral, and required considerable questioning by the Board for the purpose of clarification. However, the hearings were harmonious throughout, and the employer-employee relations appear good.

In the regrettable absence of a written brief being submitted by the Union for study by the Board members, the Board, through questioning and research, assembled certain facts, in the light of which it bases its findings and recommendations

Relevant Facts in Brief

In September 1952 a Conciliation Board was established to assist in effecting an agreement between the parties to this dispute. With two exceptions the unanimous recommendations of that Board were later accepted and constituted, as amended, the initial wage agreement between the parties. The exceptions referred to above were:—

1. The union security clause recommended by the Board was amended in line with the union proposals.
2. An adjustment in line with the union proposals was made in the hours on watch for deckhands, and established, in a measure, a six-hour day, contrary to the recommendation of the Board.

In March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Vancouver Barge Transportation Limited.

The Board was under the chairmanship of Robert Hewitt, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Watt, Vancouver, and Hugh Smith, North Burnaby, B.C., nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Watt. The minority report was submitted by Mr. Smith.

The texts of the majority and minority reports are reproduced below.

Acceptance of all other recommendations of the Board did, however, establish the following concessions to the Union:—

1. Increased monthly rate of cooks from $172.50 to $195.

   Increased monthly rate for quartermasters from $167.50 to $175.

   Increased monthly rate of deckhands $159.50 to $175. Placed quartermasters and deckhands in one classification.
2. Established a guaranteed minimum of 20 hours per month while handling cargo during hours on duty, at $1 per hour or a guaranteed $20 per month in addition to basic wage.
3. Established an overtime rate of $1.50 per hour, which up to that time had been compensated by equivalent time off.
4. Increased the number of days leave per month from seven days for quartermasters, and four days for deckhands, to ten days for all classes.

It should be noted that the combined basic wage of $175 plus the guaranteed minimum of $20 for cargo handling during the regular shift hours brought the monthly

earnings up to $195, which is frequently exceeded by handling cargo for hours in excess of 20 in any calendar month.

It should be further noted, particularly when making comparisons with the wage rates of other classes of labour, that in addition to the monthly earnings, the company provides meals and sleeping accommodation, except for days on leave from the vessel, or approximately 20 days of each calendar month.

While the Board has made no effort to set a value on this service it has been noted, however, that Section 16 of the current agreement provides for an allowance of $2 per day when a vessel is withdrawn from the service and meals and lodging are not provided.

In 1953 the agreement was reopened for negotiations, with the result that a further $30-per-month increase was agreed to, but at the same time it was agreed to revert to the hours of work recommended by the 1952 Conciliation Board, that is the present eight-hour day.

In this dispute the Union is not seeking a return to the so-called six-hour day, but is seeking instead a 12½-per-cent increase in the monthly rate, plus a 12½-per-cent increase in the overtime rate, presumably, in part at least, to compensate for the longer work week as re-established in the 1953 negotiations.

With the addition of the $30-per-month increase obtained in 1953, the rates of pay are now:—

Cooks: $230 per month.

Deckhands: $205 per month plus $20 guaranteed for cargo time, making a total of $225.

Wage Rates

The company's submission to the Board states as follows:—

While there are no union-organized companies whose operations are exactly similar to those of this company, there are a number of agreements of companies who employ similar classifications of employees. These, for the information of this Board, are as follows:

	Per month
CPR, CNR, Union SS, Waterhouse	$205.00
Tidewater Shipping Co.	216.00
Various towboat companies...	192.00

The union did not attempt to dispute the accuracy of the above quotation or figures.

The information of the Board is that the majority of the companies, or at least, companies employing the majority of the employees of the companies quoted above, are under agreement with the Union herein involved. None of them have currently nor have they ever had a six-hour day such as that secured from this company in 1952 and forfeited in 1953.

It should be noted, however, that although a Conciliation Board recent report has recommended no increase in wage rates quoted above, the question of rates is still unsettled. Thus there is always the possibility of an upward revision, in which case the rates of the several companies referred to above could be altered to an extent that would leave the employees of this company in an unfavourable relative position.

The Board has given full consideration to this possibility but is of the opinion that, inasmuch as it will be possible to reopen negotiations between the parties to this dispute within the next six months, every consideration could be given at that time to such an eventuality.

The Board has looked into the possibility of cost-of-living index changes warranting a change in the wage rates. We have compared the index as of September 1952 with that of December 1954, which indicates a rise on only one-half of one point. In this connection we may also point out that, where an employer provides meals and sleeping accommodation as a part of the remuneration for services, he is absorbing a large share of any increase in the cost of living which would otherwise rest solely on the shoulders of the employee.

The Board has also taken into account the contention of the Union that the employees should now be compensated for the forfeiture of the shorter work-week in 1953, and that the $30 monthly increase received at the same time was a general monthly increase in wage rates in the West Coast shipping industry in that year, and therefore should not be interpreted as compensation for the additional two hours work per day.

It is the opinion of the Board that there was at that time a mutually agreed condition existing, which warranted the agreement to re-establish the former eight-hour day. While we do not propose to go into the matter, we have reason to believe that the same condition which prompted such agreement still exists.

As previously stated, the so-called six-hour day was secured by the Union in 1952. It was secured after a Conciliation Board had recommended a continuation of the

eight-hour day. After one year of operation it was mutually agreed to revert to the eight-hour day.

Apart from the period of one year in operation in this relatively small section of the industry (involving sixteen men) there is not now, nor has there ever been, a six-hour day agreement with this company nor with any of its competitors in this area.

The current basic wage, as previously shown, is the same as that paid by the three larger competitors of this company, and when the cargo handling time monthly guarantee of $20 per month is added, the earnings of the employees of this company are $20 in excess of the others.

Recommendations

In the light of all the above facts, the Board can find no justification for any increase in monthly wage rates, except as referred to in a later recommendation *re* the Welfare Fund, and we recommend accordingly.

Overtime Rates

The Board finds that the overtime rates being paid by competitive shipping companies in the area for similar classes of employees, is currently, $1.17 per hour. A Conciliation Board has recently recommended $1.32. The Union is seeking $1.50. The matter is still unsettled, but, should the full demands of the Union regarding overtime be finally conceded, the rate would be the same as that now being paid by the company herein involved, $1.50 per hour.

In the light of the above facts, the Board recommends no increase in the present overtime rates.

Welfare Plan

The Board agrees with the Union that in keeping with the modern trend in industry they should have a Welfare Plan, that it should be nation-wide, or at least province-wide, and covering the shipping industry. However, the proposal of the Union that a trust fund be built up at the company's expense, amounting to $6 per month per man, and held in trust pending the hoped-for day when all, or a majority of the B.C. Shipping Companies are prepared to establish such a plan, does not appeal to the Board as practicable or even reasonable.

The Board is of the opinion that a more practicable solution to the problem, could be implemented, one which would serve as a beginning towards the larger plan and would at the same time provide more immediate welfare. We therefore recommend the following:—

The parties shall meet at the earliest reasonably possible opportunity with a view to examining some of the many welfare plans available; drafting an agreement to establish a jointly-operated welfare plan covering surgical benefits; weekly sickness or accident indemnities, etc. and acceptable to both parties. We recommend that such plan be set up so as to become effective not later than May 1, 1955. Provided, however, that not more than one-half of the cost of any plan adopted shall be borne by either party, and further provided that the union shall at its option accept, in lieu of a welfare plan, an increase in monthly rates of ($2.50) two dollars and fifty cents per month effective September 1, 1954.

Respectfully submitted.

(Sgd.) Robert Hewitt,
Chairman.

(Sgd.) T. R. Watt,
Member.

Dated at Vancouver, B.C. this 21st day of February 1955.

Mr. Hugh Smith will submit a minority report.

MINORITY REPORT

On January 18, 1955, you were pleased to appoint a Conciliation Board to investigate and report on the above dispute. The Board was constituted as follows:—

R. Hewitt, Esq., Vancouver, B.C., Chairman.

T. Watt, Esq., Vancouver, B.C., Employer nominee-member.

Hugh Smith, Esq., North Burnaby, B.C., Employees nominee-member.

The company was represented by Mr. J. Lindsey and the Union was represented by Messrs. Norm Cunningham and Don O'Reilly.

The points in dispute arose out of a request by the employees for revisions in the agreement as follows:

1. A wage increase of 12½ per cent for all employees covered by this agreement.
2. An over-all increase in the overtime rate of 12½ per cent.
3. An employer contribution of 20 cents per man, per day, to be deposited to a union welfare plan.

The following are my recommendations:

1. *Wage Increase*

Recommend a wage increase of 10 per cent which, I believe, would bring the employees closer to prevailing rates throughout the Province of British Columbia.

2. *Overtime Rate*

In order to be consistent with the other coast companies I would not recommend any increase in the overtime rate at this time. It has been pointed out that the major coast companies are now paying, or have offered to pay, $1.32 per hour overtime rate. It is for that reason that I would not recommend any change in the present rate of $1.50.

3. *Welfare Plan*

The employees spoke for some length on the proposal of a Welfare Plan and it has been pointed out that the major part of Canada's shipping, which is in eastern Canada and is represented by the Seafarers' International Union, has already been granted a Welfare Plan on the same basis as requested by the employees here. It has also been pointed out that, in most cases, seamen have no medical or pension plan benefits of any consequence on coastal ships. The employees representatives have supplied me with data pertaining to the Plan and, having gone into it thoroughly, I would recommend that the request for a Welfare Plan on the basis proposed by the Union be granted.

Conclusion

The employer continually pleaded inability to pay as his reason for not granting the employees' requests. This cannot be recognized as a basis for bargaining; the point is, as I see it, whether or not the requests of the employees are reasonable and justified.

It has been admitted by the company that in 1953 the employees took a step backwards in their conditions because of the statements by the company that they could not carry on their business unless certain changes were made. I was somewhat surprised to note that the employees, who had been on a six-hour day, thirty-hour week, for more than a year, voted to return to the eight-hour day, forty-hour week, in an attempt to solve this problem and with the hope that it would serve to better relation between the company and the Union.

In other words, as I understand it, the employees were granted an increase of $30 per month in 1953, which was compensation for the extra hours they would be required to put in. The increase in the number of hours worked was ten hours a week, forty-four hours per month and therefore $30 would appear to be poor compensation for these extra hours. An increase at this time would in my opinion seem quite justified.

The discussions during the hearings were at all times amiable and the relations between the company and the Union seemed very good.

This is a Minority Report.

Respectfully submitted.

(Sgd.) Hugh Smith,
Member.

Report of Board in Dispute between

Bessborough Hotel, Saskatoon (Canadian National Railways)
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

The Brotherhood is asking for an increase of 15 per cent across-the-board for all employees of the bargaining unit covered by the collective agreement, which was effective for a period of two years from August 1, 1953.

A conciliation officer was appointed October 7, 1954, in connection with the matter and no settlement was reached and as a result a Conciliation Board was set up consisting of George W. McPhee, Chairman, and Emmett Matthew Hall, QC, and Thomas McGregor as members. We met with the parties on March 7 and 8 and no settlement could be reached.

We therefore present our findings with reference to the dispute. We find that this fixing of wages for employees of the Bessborough Hotel cannot be placed in the same category as wages of the Canadian National Railway. Mr. Justice R. L. Kellock in his arbitration award of December 18, 1950, explicitly states so. The same opinion was expressed by Mr. Justice J. D. Hyndman on March 12, 1952, in a Board of Conciliation report dealing with wages and hours of work of employees of the Chateau Laurier at Ottawa.

It has been established that the employees of the Bessborough Hotel have been accorded substantial increases in

wages since 1950 and that the average hourly earnings of these employees have increased by 26·1 per cent in that period.

It has been alleged and we believe it to be true that to grant these employees the request which they have made will cost the Bessborough Hotel $68,550 and if similar increases were made to other hotel employees not covered by the collective agreement of 1953 a further sum of $6,900 or a total of $75,450. The operating revenue of the hotel for 1953 was $1,013,355. The operating expenses for 1953 including taxes were $968,205 leaving a surplus of $37,988. If $75,450 were added to the operating expenses of the hotel by virtue of giving the increase asked for in this application the hotel would on the basis of 1953 show a deficit of $37,015.

How could this deficit be met by the hotel? There are only two ways by which it could be done—increase in the price of meals and increased rent for rooms. It was shown that room rates and meal prices are now at such a figure that to increase same would price the hotel out of the market. It was shown by Mr. Finlay, Manager of the hotel, that already some permanent patrons have moved out as a result of the last increase in rates; so increase in price of meals and room rent is out of the question. It is reasonable to suggest, therefore, that this deficit should be saddled on the Canadian National Railways, when the employees of this hotel in wages and earnings compare favourably with those that apply in other hotels in the province. We cannot agree to that suggestion.

Nothing has transpired with regard to the cost of living or working conditions since the last agreement was entered into on August 1, 1953, to justify any change in the agreement.

We feel that there is no justification for any further increase in the wage rate existing at the present time.

Dated at Saskatoon, Saskatchewan, this 9th day of March, A.D. 1955.

Respectfully submitted.

(Sgd.) GEORGE W. MCPHEE,
Chairman.

(Sgd.) E. M. HALL,
Member.

MINORITY REPORT

The Board of Conciliation appointed to deal with the above dispute completed its hearings on Tuesday, March 8, and adjourned until Wednesday, March 9 at 10 a.m., when the members of the Board were to meet and consider the evidence which had been presented to it by both parties. When the Board met on Wednesday, instead of discussing the case, the Chairman read a completed report which had been agreed to by the Chairman and the employer's nominee, and which they both signed after it had been read. I asked for time to consider their submission before giving my answer as to whether I could or could not sign it, and this was granted on the understanding that I would write the Chairman before March 18. However, on March 15 I received a letter dated March 10, from the Chairman, reading as follows:

> I have been thinking the matter over and as we have to have our report in by the 15th instant, I am sending same in and advising Mr. Maclean that you will forward your minority report direct to him.
>
> I want to get this matter concluded so far as I am concerned so that I can keep within the date suggested to me by the Department.

This action of the Chairman I thought was rather high-handed in that he did not wait for my reply and took it upon himself to advise you that I would forward a Minority Report before he knew that a Minority Report would be necessary.

It transpires however, now that I have had time to read the Majority Report and study the evidence submitted I can say that I do not agree with its findings, and submit the following as my recommendation for a basis of settling the dispute.

(1) Paragraph 3 of the Majority Report reads as follows:

> We therefore present our findings with reference to the dispute: We find that this fixing of wages for employees of the Bessborough Hotel cannot be placed in the same

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Bessborough Hotel, Saskatoon (Canadian National Railways).

The Board was under the chairmanship of His Honour Judge George W. McPhee, Moose Jaw, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Emmett M. Hall, QC, Saskatoon, and T. McGregor, Winnipeg, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Hall. The minority report was submitted by Mr. McGregor.

The texts of the majority and minority reports are reproduced below.

category as wages of the Canadian National Railway. Mr. Justice R. L. Kellock in his arbitration award of December 18, 1950, explicitly states so. The same opinion was expressed by Mr. Justice J. D. Hyndman on March 13, 1952, in a Board of Conciliation report dealing with wages and hours of work of employees of the Chateau Laurier at Ottawa.

Because Mr. Justice Kellock and Mr. Justice Hyndman expressed the above opinion does not necessarily mean that it is correct. We cannot disregard the evidence submitted to this Board, which shows very definitely that hotel and railway wages had in actual fact moved together more often than separately, and particularly when wage reductions were involved. The employees therefore have a valid point when they argue that the failure of hotel employees to share in increases given recently to railway employees is definitely a ground of dissatisfaction and opinion expressed in the Majority Report will not contribute anything towards the elimination of this dissatisfaction.

(2) Paragraph 4 of the Majority Report reads as follows:

> It has been established that the employees of the Bessborough Hotel have been accorded substantial increases in wages since 1950 and that the average hourly earnings of these employees have increased by 26·1 per cent in that period.

The calculation by the Company that hourly wage rates have risen by 26·1 per cent takes into account the 20 per cent increase occasioned by the reduction in the work week to 40 hours. Removing this from the calculation, however, indicates that take-home-pay (the only matter referred to this Board) has risen only by 6·1 per cent while, according to Government figure, the price index has risen by 12·9 per cent. On the basis of this evidence alone there is justification for a general wage increase of 6·8 per cent.

(3) Actual compensation, that is, take-home-pay of the Bessborough Hotel employees was, in accordance with the company's own figures, increased by 6·1 per cent since 1950, whereas during this same period wages in hotels generally (as is shown in figures prepared by the Department of Labour Economic and Research Branch) rose by 20·6 per cent. The relative position of Bessborough Hotel employees has therefore deteriorated by 14·5 per cent when compared with hotels generally over all of Canada.

(4) In Paragraph No. 45 of the company's brief they show that the average hourly earnings of Bessborough Hotel employees was 99·2 cents on June 1, 1954, and they indicated to the Board that this average would now be $1 per hour. In the employees rebuttal they stated that "the lowest hourly labour rate paid by the City of Saskatoon is $1.13 per hour". It is apparent, therefore, that on the average the Bessborough Hotel employees are 13 cents per hour below the City of Saskatoon lowest hourly rate.

After considering all of the evidence submitted to the Board by both parties, I feel that the employees have established a claim for an across-the-board increase at this time, and as a basis of settling the dispute I would recommend a general wage increase of 6 per cent, which approximates the rise in the cost-of-living price index since they received their last general increase as outlined in number (2) of this report.

Respectfully submitted.

(Sgd.) T. McGregor,
Member.

Report of Board in Dispute between

Jasper Park Lodge (Canadian National Railways)
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

On the 22nd day of February, A.D. 1955, the Board of Conciliation and Investigation met at the Court House in the City of Edmonton, to hear submissions of the Canadian Brotherhood of the Railway Employees and Other Transport Workers for a 15-per-cent wage increase across the Board for all of the employees of the bargaining unit. The submission on behalf of the Brotherhood was made by Mr. Allison and on behalf of the Jasper Park Lodge by Mr. Cornforth.

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Jasper Park Lodge, Alberta (Canadian National Railways).

The Board was under the chairmanship of Alexander Dubensky, Edmonton, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Stanley H. McCuaig, QC, Edmonton, and J. L. MacPherson, Calgary, nominees of the company and union respectively.

The text of the report is reproduced below.

Background of the Dispute

This dispute was dealt with by Mr. G. R. Currie, the Conciliation Officer, on the 11th day of November, A.D. 1954, but the parties at that time were unable to reach an agreement. Consequently the Board of Conciliation and Investigation was appointed, consisting of Mr. S. H. McCuaig, of the City of Edmonton, in the Province of Alberta, and Mr. J. L. MacPherson of the City of Calgary, in the Province of Alberta, and Mr. Alexander Dubensky of the City of Edmonton, in the Province of Alberta *(Chairman)*. Originally the Brotherhood based their claim for a 15-per-cent wage increase on the basis that the employees of Jasper Park Lodge should be regarded in the same category as railway employees generally. It was on this basis that the Jasper Park Lodge prepared their brief. However, at the hearing of the dispute the Brotherhood abandoned this view and proceeded on the grounds that a 15-per-cent wage increase was justified because the rates paid to the Jasper Park Lodge employees lagged behind the prevailing rates for similar classification. As a result of this change on the part of the Brotherhood, the employer's brief to a large extent did deal with the issues as set out in the employees brief. This matter was clarified at the outset of the hearing and the employers' representatives stated that they were prepared to meet the Brotherhood's brief without the necessity of adjoining to reconsider their position.

Classification of Employees

The employees of the Jasper Park Lodge total approximately 55 people of various classifications, such as, plumbers, electricians, steam fitters, carpenters and labourers. Due to the fact that these people are employed in an enterprise which is unique, it was difficult to resolve their problem. These people are employees of the Dominion Government and as such are restricted to a certain extent in their methods of enforcing and carrying out their wage demands. People in that category are usually referred to as "prevailing rate employees". It was therefore necessary to find suitable comparisons in order to determine whether or not the rates of pay "prevailing rate employees" was in fact lagging behind. All parties agreed that it was difficult to prepare a suitable comparison for this purpose. It was contended by the employers that on the first day of November, A.D. 1953, a 40-hour week was adopted by the Jasper Park Lodge, which reduction in working hours meant an increase in payroll of 10·4 per cent. This percentage increase was then applied to the table contained on page nine of the employees brief which showed that Jasper Park employees fell into the category of a group which was paid a higher rate of wage than the majority of the employees referred to in this table. Mr. Allison's contention was that the adoption of the 40-hour week, although it showed a percentage increase in the payroll, did not on the other hand increase the take-home pay of the employees. It is the opinion of the Board that although the adoption of a shorter working week is a real benefit it is not accurate to say that it is an increase in the take-home pay. The employees were unable to produce any comparison to show conclusively that the wages of the employees at Jasper Park Lodge were out of line with the prevailing rates. The table prepared by the employees did not take into account the working conditions of Jasper Park employees, which differ considerably from the examples produced by the Brotherhood. Firstly, the employees at Jasper Park Lodge during the operating season receive free meals and lodging, which for income tax purposes is valued at $29.50 per month. Secondly, that for the period of time which the hotel is not in operation the employees continue to receive free lodging but pay a nominal sum of $1.50 per day for their meals.

It also became apparent during the hearing that the percentage of labour turnover was very low and the Board is of the opinion that this low percentage indicates that the employees are satisfied with the working conditions and the rates of pay. The Board is of the opinion that the employees are individuals and as such have freedom of mobility and even though some of the classifications are in demand in other industries, yet these employees have chosen to remain, which again indicated to the Board that the work force is stable due to the wages and working conditions.

Decision

The Board is unanimous in its decision that a 15-per-cent increase in wages across the Board is not warranted at this time for the following reasons:—

(i) The rates are not out of line with the prevailing rates when the perquisites enjoyed by these employees are taken into account.

(ii) The percentage of labour turn-over is low, indicating satisfaction on the part of the labour force.

(iii) That there was no evidence produced by the employees to substantiate a 15 per cent wage increase.

All of which is respectfully submitted.

(Sgd.) A. Dubensky,
Chairman.

(Sgd.) J. L. MacPherson,
Member.

(Sgd.) S. H. McCuaig,
Member.

Report of Board in Dispute between

Vancouver Hotel Company Limited (Canadian National Railways-Canadian Pacific Railway Company) *and* Canadian Brotherhood of Railway Employees and Other Transport Workers

The Board of Conciliation in the above dispute, having been appointed under your hand and seal the 27th day of December 1954, having heard the parties and having considered the issues in dispute, begs leave to report its findings and recommendations.

The proceedings concern the Vancouver Hotel Company Limited and its employees, except those in the occupational classifications set out in Article 1 of a collective agreement dated 24th November 1953 between the Vancouver Hotel Company Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The issues before the Board of Conciliation were requests by the Union for:—

(1) a 15 per cent increase in rates of pay for all employees covered by the agreement;

(2) eight statutory holidays with pay for both monthly- and hourly-rated employees (the monthly-rated employees presently receive seven such holidays; the hourly-rated employees receive none);

(3) an increase in the annual vacation program whereby vacations would be available as follows:
   (a) one day's vacation per twenty-five days of service or major portion thereof during the first year of service;
   (b) after the first year's and until the completion of ten years' service, ten consecutive working days;
   (c) after ten years' but less than fifteen years' service, fifteen consecutive working days; and
   (d) after fifteen years' service, twenty consecutive working days;

(4) eighteen days' pay per year for time lost on account of sickness, unused sick leave to be cumulative from year to year up to a total of sixty days;

(5) inclusion within the scope of the agreement of certain classifications now excluded; and

(6) adjustment of rates for bartenders.

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Vancouver Hotel Company Limited (Canadian National Railways-Canadian Pacific Railway Company).

The Board was under the chairmanship of Prof. A. W. R. Carrothers, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and George Home, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Home. The minority report was submitted by Mr. Robson.

The texts of the majority and minority reports are reproduced below.

(1) *Wages*

The case for a 15 per cent across-the-board wage increase was based on the following arguments: (a) although there have been wage adjustments there has been no general wage increase to the employees of the Hotel Vancouver since 1950; during the period 1950-1953 rates for hotel employees generally increased by 20·6 per cent and prices of consumer goods rose 10·2 per cent from an index of 105·9 to 116·7 (October figures); (b) because the Hotel Vancouver is the only first-class hotel in Vancouver offering a wide range of superior services, its employees can expect to lead the field and enjoy a differential in wages over the rates paid in other hotels in the areas; the differential once enjoyed (e.g. 1948) has shrunk and in some job classifications has disappeared; (c) the wage changes for Hotel Vancouver employees have not kept pace with those paid to fellow employees on the railways of the parent companies; (d) the hotel business in Vancouver has shown improvements in 1951 and 1952 over 1950; and (e) other hotel employees in Vancouver have enjoyed wage increases this year (10 per cent effective 1st August 1954).

The case for a maintenance of wage rates was based on the following arguments:

(a) the annual cost of the requested wage increase to employees covered by the agreement would be about $191,000 and to all employees would be about $218,000;

(b) the wages and working conditions of hotel employees have no connection or comparability with the wages and working conditions of railway employees; the rates of wages in the Hotel Vancouver ought not to be tied to the rates of wages for non-operating railway employees and have not been so tied since 1950;

(c) the rates of pay of hotel employees are properly comparable only with those of other hotel employees in the area, with whom the employees of the Hotel Vancouver generally compare favourably;

(d) wage adjustments of 5·4 per cent of the payroll affecting about 90 per cent of the employees in 1951, and wage adjustments of 3·8 per cent in 1952 and ·36 per cent in 1953, together with the adoption of the 44-hour week in 1952 and the 40-hour week in 1953, have resulted in a 17·7 per cent increase in the annual payroll rate prior to 1st December 1951;

(e) the Consumer Price Index has risen only from 115·4 in July 1953, the date of the agreement being renegotiated, to 116·8 in September 1954.

The fundamental difficulty in evaluating and reconciling the various arguments of the parties is that there is no clear basis of comparison by which a fair wage for the employees of the Hotel Vancouver may be determined; each party advanced rational bases of camparison favouring its interests: in all reference was made to wages, hours and working conditions in manufacturing, in the hotel industry both local and national, in laundries, in restaurants, and in the non-running railway trades. The problem is aggravated by such factors as the fact that some employees are in receipt of gratuities in varying and undetermined amounts, some employees receive one to three meals a day either without charge or at a nominal charge, some employees receive free lodging, pension benefits are available, and employees who meet the service qualification are entitled to free railway transportation. Any conclusion respecting a fair rate of wages depends on the selection of premises; and although the arguments advanced by each party have validity none provides an irrefutable basis for determining a fair wage.

As to the union's arguments: (a) the general level of wages at the Hotel Vancouver has increased since 1950 by 9·56 per cent after a 4 cent statutory wage increase of that year, and the work week has been cut by 16·7 per cent; (b) although the Hotel Vancouver offers certain exclusive services it must compete for patrons for many of its services within the hotel industry in Vancouver; (c) since 1950 arbitrators and conciliators have consistently separated hotel employees from railway employees; (d) the profit picture of the Hotel Vancouver is as follows (information filed by the employer):

	Return on Investment
1946	2.37
1947	3.11
1948	1.70
1949	2.34
1950	1.67
1951	2.27
1952	3.29
1953	3.50
1946-1953 (average)	2.53;

these figures exclude interest on investment; (e) although wage increases were gained by other hotel employees in Vancouver in 1954 wages in the Hotel Vancouver are generally above the average level of wages in Vancouver hotels.

As to the employer's arguments: (a) the calculation of the annual cost of the requested wage increase was not questioned by the union and is not questioned here; (b) the employees as a matter of fact are employed by a company owned by the railways; and the rates of wages of hotel employees were at one time "tied" to railway rates and hotel employees presently enjoy certain "railway" benefits such as pension plan, medical plan and railway transportation privileges; (c) the quality of service and services in the Hotel Vancouver in significant aspects is either higher than or not comparable with that in other hotels in Vancouver; it is a matter of conjecture as to the extent to which that quality is attributable to the occupants of the various job classifications; (d) although since 1950 there have been wage adjustments, notably in 1951 and 1952, and the work week has been shortened from 48 hours to 40 hours, there has been no over-all wage increase since 1950; and (e) the Consumer Price Index figures are not questioned.

After considering the evidence and arguments of the parties, both written and oral, and after deliberating, we recommend that the rate of wages in all classifications be increased 3 per cent as being fair in all the circumstances put before the Board.

(2) *Statutory Holidays*

We recommend no change in the provisions for statutory holidays for either the monthly-rated or hourly-rated employees.

(3) *Vacations*

(a) We recommend that the vacation entitlement of all employees with less than three years' service be governed by the provisions of the British Columbia Annual Holidays Act RSBC 1948, c. 13 as amended, in order that the employees of the Hotel Vancouver may have the same vacation privileges as employees of other hotels in British Columbia governed by the Annual Holidays Act.

(b) We recommend that employees with three years' and up to fifteen years' service receive two weeks' (ten consecutive working days') vacation per year.

(c) We recommend that employees with fifteen years' service or over receive three weeks' (fifteen consecutive working days') vacation per year.

(4) *Sick Leave With Pay*

We recommend no sick leave program.

(5) *Inclusion within the Scope of the Agreement of Certain Classifications now Excluded*

We understand that the scope of the agreement may be enlarged to include classifications now excluded either by the alteration by the Canada Labour Relations Board of the description of the unit in the certificate of bargaining authority of the union or by the parties agreeing to the inclusion in the agreement of the classifications in question. We therefore make no recommendation respecting the inclusion within the scope of the agreement of certain classifications now excluded.

(6) *Adjustment of Rates for Bartenders*

We recommend that the wage rate for bartenders be raised to the general going rate of wages for bartenders in the hotel industry in the Vancouver area.

Dated at Vancouver, B.C., this 10th day of March 1955.

(Sgd.) A. W. R. Carrothers,
Chairman.

(Sgd.) George Home,
Member.

MINORITY REPORT

Sir:

The union placed six requests before the Board—

1. For a general wage increase of 15 per cent.
2. For additional statutory holidays with pay.
3. For improved vacations with pay.
4. For accumulative sick leave, with pay.
5. For the inclusion within the scope of the agreement, of certain classifications now excluded.
6. Adjustment of bartenders' rates.

All members of the Board have agreed on the recommendations concerning items 2, 4, 5 and 6 above. I find myself in disagreement with the majority of the Board in regard to items 1 and 3, and recommend as follows:—

Wages

The union's main contention was that in the last four years the differential between the wage rates paid at the Vancouver Hotel and other hotels in the Vancouver area has been diminished. The Company, on the other hand, contends that there are not now, and never were, grounds for the existence of a differential between this hotel and other hotels in the area which supply first-class accommodation, and that if a defferential has existed, it arose out of the maladjustment created by the settlement

that was reached with the union in 1948. The Company placed figures before the Board showing the earnings of certain employees of the Vancouver and Georgia Hotels, who perform comparable duties. In almost all of those cases where a comparison could be drawn, the rates paid at the Vancouver Hotel were in excess of those paid at the Georgia Hotel. Of the 309 employees at the Vancouver Hotel who performed duties which were comparable to those performed by employees employed at the Georgia Hotel, the average wage rates of employees of the Vancouver Hotel (including value of lodging and meals) was approximately $7 per month in excess of the rates paid at the Georgia Hotel. In addition, the employees of the Vancouver Hotel enjoy other benefits which are not available to employees of the Georgia Hotel. Evidence was also filed with the Board to show that between 1946 and 1953, the average return on capital invested and employed by the Vancouver Hotel Company Limited was 2·53 per cent. The year 1953 was the most favourable year reported and in that year the return to the Company was 3½ per cent. It should be obvious that this is a very modest return on the moneys invested in this hotel. The union argues that, because the Vancouver Hotel is the largest hotel in the area and provides the most extensive and elaborate facilities, it therefore attracts employees of a higher skill than do other hotels in the area. Because of this, the union argues that Hotel Vancouver employees should be paid a higher rate of pay. This is not a convincing argument because if it is carried to its logical conclusion, it would result in wage rates varying up and down with the cost and extent of the hotel facilities provided. The employer answered this argument by saying that it has no difficulty in obtaining employees suitable to its needs. Under these circumstances, and because the wages paid by the employer in this instance already exceed those paid by other first-class hotels in the area, I recommend no general wage increase at this time.

The union contends, however, that in some instances the rates paid at the Vancouver Hotel are less than the corresponding rates paid for the same duties at the Georgia Hotel, or where there is no direct comparison with the Georgia Hotel, below the rates paid in comparable outside industry. I therefore recommend that, where these inconsistencies do occur, the union and the Company negotiate with a view to bringing the wages of these employees at the Vancouver Hotel into line with the rates paid at the Georgia Hotel, or where there is no direct comparison with the Georgia Hotel, into line with the wages paid in comparable outside industry.

Vacations

The union placed before the Board a request that the vacation program be improved by granting a third and fourth week of vacation with pay, and by improving the provisions of the present contract relating to the one- and two-week vacation periods. I join with the majority of the Board in recommending that the first week of vacation be governed by the provisions contained in the British Columbia Annual Holidays Act and that suitable phraseology be incorporated in the present contract to give effect to this recommendation. I also concur in the recommendation of the majority of the Board that the two-week-vacation privilege (10 consecutive working days) be extended to employees after the completion of three years' service with the Company, instead of after five years as is now provided by the contract. I do not agree, however, with the majority recommendation that three weeks' vacation be granted after fifteen years of service. Other employees engaged in the hotel industry in Vancouver do not receive the third week of vacation and in only a minority of cases is it found in other industries. Under these circumstances, I recommend against granting this request at this time.

Respectfully submitted this 9th day of March, A.D. 1955.

(Sgd.) C. George Robson,
Member.

An analysis by the National Industrial Conference Board of the membership of the 123 AFL and 30 CIO unions that will be united in the proposed merger of the two federations shows that 67 per cent of the total membership belong to unions that are either industrially organized or that combine craft and industrial unionism. The remaining 33 per cent are in strictly craft organizations.

Report of Board in Dispute between

Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Regions) *and* Brotherhood of Locomotive Firemen and Enginemen

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Locomotive Firemen and Enginemen, and the Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Region).

The Board was under the chairmanship of the Hon. Mr. Justice Ralph Maybank, Winnipeg, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and the Hon. A. W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The text of the report is reproduced below.

The Report of the Board of Conciliation and Investigation constituted under date of April 7, 1954, for the investigation of the above-mentioned dispute is respectfully set forth as follows:—

The dispute between the parties falls into three sections. The first of these contains ten proposals of rule and rate changes; and the second is an Appendix to those ten proposals. This Appendix itself comprehends several changes in the working rules existing between the parties. The foregoing are all from the union. The third section is a submission by the company and it contains a number of proposals for changes in rates and rules.

The Board held several meetings with the parties in the month of June 1954, some at Montreal and some at Ottawa. Each party to the dispute fully and forcefully presented its views. It shortly developed that the collection of proposals contained in the Appendix were, in the eyes of the employees, of prime importance. It became clear, also, that the changes desired, as set forth in the Appendix, were such as to affect the working conditions of locomotive engineers in the employ of the company; and the engineers, of course, were not represented before the Board. The company took the position with respect to these Appendix proposals that it would be satisfied with whatever arrangement might be effected between the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen. Since, however, the engineers were not represented before this Board, it was difficult to see how the two bodies of employees could be got together to effect a settlement. The company and the Brotherhood of Locomotive Engineers were under agreement with each other with respect to the very matters dealt with in the Appendix and this agreement was to remain in effect until November 1, 1954.

At the conclusion of the several meetings in June, referred to above, the representatives of the employees herein agreed that the proceedings before this Board be suspended until such time as the above-mentioned agreement between the company and the Brotherhood of Locomotive Engineers be re-opened, and the company agreed that it would then make the Appendix proposals the subject of negotiation between it and the Brotherhood of Locomotive Engineers. It was understood that the Brotherhood of Locomotive Firemen and Enginemen would be brought into such negotiations so that the two unions might effect a settlement mutually satisfactory with respect to the matters contained in the Appendix. Accordingly, the whole dispute referred to this Board was left in abeyance until the Brotherhood of Locomotive Firemen and Enginemen should report relative to its success, or otherwise, in arriving at an agreement with the Brotherhood of Locomotive Engineers.

In due course, the agreement between the Brotherhood of Locomotive Engineers and the Canadian National Railways was opened for the negotiation of certain proposed changes, and, in particular, for consideration of the changes proposed in the Appendix. As a result, these three parties met together from time to time—sometimes all of them, and sometimes just the two unions—and, as a result of their talks, all differences relating to the proposals in the Appendix were resolved. Your Board thinks it unnecessary to set down in detail the settlement thus arrived at between these three parties, considering it sufficient to say that the Board was relieved of the necessity of giving any further consideration to the Appendix proposals.

Under date of January 21, 1955, Mr. W. E. Gamble, Vice-President of the Brotherhood of Locomotive Firemen and Enginemen, and Chairman of the Negotiating Committee of his union, advised the Board Chairman of the above-mentioned settlement and requested that the Chairman should reconvene the Board to deal with the other proposals which had been submitted to the Board by the employees and by the Company, respectfully. Pursuant to Mr. Gamble's request, the Chairman arranged to reconvene the Board, but, after discussions with his colleagues, he sought first to persuade the parties to meet together again to see whether or not they might try by direct negotiations be able to settle the several points of difference between them. As a result of successive interviews in Montreal with the parties, arrangements were made for further direct negotiations between them, and between the 16th day of February 1955 and the 8th day of March 1955, the parties met together in negotiation practically every day. Unfortunately they were unable to accomplish complete agreement but it would seem from the information given to your Board that they came very close to doing so. However, it became necessary for the representatives of the company and employees, respectively, to telegraph to the Chairman of the Board as follows:

1955 Mar 8

Montreal Que

Hon Mr Justice Ralph Maybank
Court of Queen's Bench
Judge's Chambers Law Courts WPG

As suggested by you the representatives of the Brotherhood of Locomotive Firemen & Enginemen and the Canadian National Railways commenced meetings on February 23rd in an endeavour to reach agreement on the outstanding issues now before the Board of Conciliation under your Chairmanship.

Since that time we have had a number of meetings but failed to agree. In accordance with our understanding with you the matter is now returned to the Board of Conciliation for further handling.

W M Armstrong
W E Gamble

The Chairman reconvened the Board immediately for March 9 at 2:30 p.m. in Ottawa, and the Board with all parties present met here that day to receive a report from the parties and to make such endeavours as might be possible to bring the parties into agreement. Regrettably the Board did not succeed, and hence the necessity of the recommendations now to be made.

The actual points of dispute between the parties are as follows:—

The employees ask that the various agreements between them and the company should be amended as follows—

1. Basic rates of pay in all classes of service shall be increased by $1.35 per day or 100 miles.

2. A rule to provide for the payment of one and one-half times the regular rate for work performed on statutory holidays in all classes of service.

3. Establish a separate rate for way-freight and snowplough service, to be $1 above the corresponding freight rate.

4. A guarantee of 3,200 miles for all regular assignments home stationed at outpost terminals.

5. Amend the existing agreements to provide for the following:

(a) One hundred miles or less, six hours or less, to constitute a day in freight service.

(b) One hundred miles or less, four hours or less, to constitute a day in passenger service.

The foregoing proposed change will set the hourly mileage for passenger service at 25, and $16\frac{2}{3}$ for freight service.

6. Amend the current "Vacation with Pay Agreement" to provide for vacation periods on the following basis—

1 to 3 years' service— 7 days' vacation
3 to 10 years' service—14 days' vacation
10 to 15 years' service—21 days' vacation
15 years or more service—28 days' vacation

on the basis of one day's pay for each vacation day.

7. Applicable to yard, hostling, and other hourly-rated services—

(a) A five-day week with no loss in take-home pay.

(b) A guarantee of five days pay per week.

(c) Two assigned consecutive days off each week.

(d) Payment of time and one-half if used on the regular days off.

(e) Establish differentials of 5 cents for the second shift and 9 cents for the third shift.

8. *Proposed New Rule:* All complaints against employees covered by this contract must be made in writing and the employee concerned must be given a copy of the complaint. Verbal complaints will not be entertained.

9. *Proposed New Rule:* Firemen used as emergency engineers will be guaranteed at least the same compensation that they would have received on their firing assignments.

10. *Proposed New Rule:* Employees represented by the B. of L.F. & E., who are required to undergo examinations for any purpose, or attend instruction classes, will be paid for time so occupied on the following basis:—

(a) for continuous service after a tour of duty—payment for time so occupied at the rate of pay covering last service performed;

(b) for continuous service before starting a tour of duty—payment from time required to report for the examination or class until payment starts for tour of duty;

(c) when required to attend examinations or instruction classes during off duty hours—payment shall be made for all time so occupied, with a minimum of four hours, at the minimum passenger rate.

In addition to the above points, there are the proposals made by the company as already mentioned. It is unnecessary at the moment to set these in detail. We will deal with the above several points in order, with the exception of *No. 7,* which we will leave until the last.

As to above Points *No. 1* and *No. 2,* the Board does not feel that it can recommend the changes requested by the employees.

As to Point *No. 3,* it may be remarked that since the time of the McAdoo Award a bonus, commonly called a differential, has always been paid for wayfreight and snowplough service over and above the rate paid for through-freight service. The McAdoo Award fixed this at 40 cents per hundred miles. Expressed as a percentage differential this sum was between 8 and 9 per cent. In the intervening years, there have been rate increases which were always applied to the basic rate, i.e., the through-freight rate, but the differential was left at 40 cents. The result has been that whereas 40 cents represented a differential of between 8 and 9 per cent at the time of the McAdoo Award, it has come to be a differential of only between 3 and 4 per cent today. The men feel that the percentage difference should be maintained. If this were done, an increase bringing the differential up to a figure in the neighbourhood of 80 cents to 90 cents per hundred miles would have to be paid. It is also the claim of the Brotherhood that the new rate should be retroactive to February 16, 1954, the date of the agreement between the parties being opened; and the company points out that the recalculation of wage payments necessary as a result of applying this sort of rate change retroactively would be an extremely complicated and onerous proceeding.

While cogent argument in favour of their claims has been made by the employees, still it must be borne in mind that trainmen on both the Canadian National and Canadian Pacific Railroads enjoy a differential of only 45 cents per hundred miles and the engineers on both roads also have a differential based on the same principle. Hence to grant the Brotherhood's request in this particular application would throw Canadian National Railway firemen's wages rather sharply out of line with their brethren on the Canadian Pacific Railway and with allied or similar crafts on both roads. For this reason, and also because of other recommendations to be made hereunder, the Board recommends that the wayfreight-snowplough differential be increased to 45 cents without retroactive application.

As to Point *No. 4,* it appears to the Board that there is probably a number of places in respect to which a special arrangement ought to be worked out between the men and the company, but the Board is of the opinion that it would be better for the parties to deal with these places individually, rather than to write any general rule such as is suggested in this Point No. 4, and we would recommend that the parties make specific collateral agreements between themselves relative to those points.

The Board does not recommend the adoption of the men's proposal in Point *No. 5.*

As to Point *No. 6,* the Board recommends that vacation periods be on the following basis—

After 1 year's service—1 week's vacation
After 3 years' service—2 weeks' vacation
After 15 years' service—3 weeks' vacation

It should be noted that "week" means 5 days when applied to men in yard service, and 6 days when applied to men in road service; this definition being based on the presumption that a fireman in yard service will normally work a 5-day week. The Board recommends that this clause in the agreement be effective as of January 1, 1955.

As to Point *No. 8,* your Board agrees that in all instances of serious complaint, the accused should be furnished with particulars in writing and the Board accordingly recommends a clause as follows in the prospective agreement:

Complaints against Firemen (helpers), Hostlers, and Hostler-Helpers.

Complaints made against Firemen (helpers), Hostlers, and Hostler-Helpers that might result in an investigation must be in writing and the employee concerned must be furnished with a copy; verbal complaints will not be entertained.

With respect to Point *No. 9,* the Board is not prepared to recommend a rule with respect to emergency engineers; the Board recommends that the railway management arrange with the Brotherhood of Locomotive Engineers to maintain a sufficient number of engineers on the working lists to handle the business offering without calling upon firemen whom they designate as emergency engineers; except, of course, in cases of actual emergency.

As to Point *No. 10,* the Board was assured by the management that the men's complaint as to an excessive number of instruction classes and examinations can be overcome. On the understanding that appropriate steps will be taken, the Board refrains from a specific recommendation.

The men's Proposal *No. 7* (a) to (e) is generally referred to simply as "the 5-day week proposal". It has seemed to be the thorniest or most difficult problem in this whole dispute. Particularly is this true of sub-proposal (a), "a 5-day week with no loss in take-home pay". There is no difficulty in principle about the proposal. Both parties are agreed that the applicants here should enjoy the 5-day work-week and that they should not suffer a loss of total pay by its institution. Employees of the Canadian National Railways engaged in similar work already have been enjoying the working condition of a 5-day week, etc., for a considerable time, as have also those of the Canadian Pacific Railway, including on that railroad the firemen themselves. The difficulty between the parties here is twofold. The changeover requires a 20 per cent increase in rate of pay and the parties are not agreed as to the base wage to be taken for the calculation of this 20 per cent. Secondly, they are not agreed as to the effective date of the new rate being paid. The difficulty about the base to be taken for calculation requires some explanation.

As of April 1, 1952, the firemen on the Canadian National Railways received a 12 per cent rate increase and they received a further 1 per cent increase as of February 16, 1953. These increases brought the wage of the typical fireman to $68.10 per week of six days. The employees claim that it is upon this figure (that is, upon today's earnings) that a 20 per cent increase should be reckoned since if any other figure is taken they would not be receiving "the same take-home pay". The company, on the other hand, insists that the 20 per cent increase be calculated upon the rate existing before the above-mentioned 12 per cent increase and the above-mentioned 1 per cent increase were given, that is, that the 20 per cent should be calculated upon the rate existing prior to April 1, 1952. The company argues that to do otherwise would throw Canadian National firemen's wages out of line with the wages of their other employees and out of line with wage rates paid by the Canadian Pacific Railway. Naturally, it cannot be disputed that if the rate existing prior to April 1, 1952, is taken for the calculation in question, the employees would receive for a 5-day week something less than they are now receiving for a 6-day week.

In view of recommendations hereafter to be made, the Board would respectfully recommend to the employees that they accept the lesser rate increase resulting from the manner of calculating as proposed by the company, that is to say that they should accept a rate of 20 per cent over the rate prior to April 1, 1952, and forego the rate resulting from calculating 20 per cent upon today's wage rate.

As already indicated, it is realized that acceptance of this recommendation will result in the employees failing to receive fully the same take-home pay for a 5-day week that they have been receiving for a 6-day week. As some compensation for this lack, the Board would recommend that regularly-assigned firemen should be permitted to work one extra day per month at straight time, such extra day's work to be arranged between the various locomotive foremen and local chairmen.

Leaving for the moment the subject of the date when such new rate should become effective, the Board would refer to (b) of Proposal No. 7, the guarantee of five days work per week. The Board feels that it cannot recommend this proposal, but asserts that every endeavour should be made to give to regularly-assigned firemen this minimum of work opportunity each week, and that in the event of such a fireman having his work assignment cancelled on one of his assigned workdays he should be allowed to work a shift on one of his assigned rest days, and that arrangements for this should be worked out locally, i.e., by local chairmen and locomotive foremen, it being understood that the application of this provision must not involve the company in additional expense.

As to 7(c), the matter of two assigned consecutive days off each week, the Board feels that what is asked for is a desirable condition but believes that, in any agreement respecting it, a good deal of give and take might be necessary. The Board understands that a satisfactory agreement respecting this matter is in effect at the present time between the company and its trainmen and recommends that the parties hereto agree to substantially the same agreement with whatever variations may be necessary because of the difference in nature of the work of firemen as compared with trainmen.

As to 7(d), the matter of time and one-half being paid to firemen who are called upon to work on any regular days off, the Board is favourable to this proposal in principle and recommends that the parties agree to the formulation of a rule to carry it into effect. The company should be allowed time to organize work assignments before this feature of an agreement should go into effect. The Board recommends April 24 as the date for it to become effective.

The Board finds it cannot report favourably upon the men's proposal No. 7(e) as to shift differentials and urges that they withdraw same.

It remains to deal with the question of the effective date for the new rate of pay resulting from the adoption of the 5-day week, or, as it is generally expressed, "the question of retroactivity". The employees argue that the new rate should be effective as of February 16, 1954, which is the date of termination of the old agreement, and the intended commencement of the new one. The company is adverse to making any retroactive payment or, in any event, any payment retroactive to a date earlier than January 1 of this year.

It must be borne in mind that the other operating crafts on both the Canadian National and Canadian Pacific Railroads, and also the firemen on the Canadian Pacific Railroad, have been enjoying a 5-day week with consequent higher hourly rates for a considerable time—in all cases a longer time than since February 16, 1954. Thus the Canadian National firemen have been working alongside engineers and trainmen, all of whom are receiving 6 days' pay for a 5-day week, while their rate was relatively much lower.

If wage rate increases were not given retroactive application, an employer would be invited to prolong negotiations. Conversely, if the principle were accepted that such increases should always be applied from the end of the previous agreement, employees would be encouraged to postpone any compromise. No rule of universal application can be adopted. In some cases, the suitable degree of retroactivity may be found in a middle course. In the opinion of the Board, the relevant considerations in this particular case make it appropriate to recommend that the new rate be applied as from February 16, 1954.

In view of the foregoing disposition of the points raised by the employees the Board feels it is unnecessary to review in detail the company's rate and rule proposals and the Board does not recommend these proposals.

All of which is respectfully submitted.

(Sgd.) Ralph Maybank,
Chairman.

(Sgd.) A. W. Roebuck,
Member.

(Sgd.) T. R. Meighen,
Member.

Report of Board in Dispute between

Chateau Laurier Hotel, Ottawa (Canadian National Railways)
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the Canadian National Railways (Chateau Laurier Hotel, Ottawa) and the Canadian Brotherhood of Railway Employees and Other Transport Workers was composed of Messrs. H. Carl Goldenberg, QC, Chairman, Martin Levinson, nominee of the union, and Alastair Macdonald, QC, nominee of the employer.

The dispute arises from a request by the union for certain revisions in the

collective agreement between the parties. The matters in dispute are the following demands by the union:—

(a) A reduction in the hours of work to provide a five-day forty-hour work week with no reduction in take-home pay.

(b) Eighteen days' sick leave per year on a cumulative basis.

(c) Fifteen working days' vacation per year for employees with fifteen or more years of service.

(d) Rate adjustments for the positions of "French Polisher" and "Assistant Baker".

(e) Amendment of the special provision affecting seniority in the case of bartenders.

(f) A general wage increase of 15 per cent.

Having heard the representations of both parties and deliberated thereon, the undersigned, constituting the majority of the Board, report and recommend as follows:

1. *Duration of Contract*—The recommendations for the revision of the collective agreement which follow are conditional upon the extension of the duration of the collective agreement, as revised, to July 1, 1956.

2. *Five-day Forty-hour Week*—Considering that the five-day forty-hour week is now the standard work week in the principal hotels of Western Canada and at the Royal York Hotel in Toronto, and considering the relative status of the Chateau Laurier, we recommend that the five-day forty-hour week be introduced and made effective at the Chateau Laurier as from August 1, 1955, with no reduction in take-home pay.

3. *Sick Leave With Pay*—The union's request in this regard is denied. We recommend, however, that the parties consider the possibility of adopting by mutual agreement a health plan on a contributory basis which may be appropriate in the circumstances.

4. *Particular Rate Adjustments*—We do not find ourselves in a position to make any recommendations on the requests for rate adjustments for the positions of "French Polisher" and "Assistant Baker". These are properly matters of detail which should be settled by the parties themselves. We therefore refer these requested adjustments back to the parties.

5. *Vacation*—We are of the opinion that employees who have been in the service of the hotel for fifteen or more years are entitled to a longer vacation and, accordingly, recommend that employees with fifteen or more years of service shall be entitled to fifteen working days' vacation per year with pay, commencing in 1955.

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Chateau Laurier Hotel, Ottawa (Canadian National Railways).

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Alastair Macdonald, QC, and Martin Levinson, both of Ottawa, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Levinson. The minority report was submitted by Mr. Macdonald.

The texts of the majority and minority reports are reproduced below.

6. *Seniority*—The union's request for amendment of Article 6, Rule (c) affecting seniority is denied.

7. *General Wage Increase*—While upward wage adjustments affecting a substantial proportion of the employees in particular classifications have been made by mutual agreement since 1950, there has been no general wage increase since then. Having regard to trends in wages in the past five years and to the statistics on wages submitted by both parties, and having particular regard to the submissions on the financial operations of the Chateau Laurier and to the additional costs involved in some of our other recommendations, we recommend a general wage increase of 3 per cent, retroactive to January 1, 1955.

Respectfully submitted.

(Sgd.) H. Carl Goldenberg,
Chairman.

(Sgd.) Martin Levinson,
Member.

Montreal, March 21, 1955.

MINORITY REPORT

The issues which came before the Board of Conciliation for determination were the following:—

1. A general wage increase of fifteen per cent.
2. Three weeks' holidays after 15 years' service.
3. A five-day forty-hour week.
4. Sick leave with pay.
5. Adjustments in rates for the positions of French Polisher and First Assistant Baker.
6. Certain seniority for barmen.

I am glad to say that all members of the Board have reached unanimity on all these issues, with the exception of the first issue, namely, that of a general wage increase, on which I dissent.

With the exception of the first issue, the members of the Board for further clarity have agreed as follows—

2. Three weeks' holidays after 15 years' service (effective for 1955).
3. A five-day forty-hour week commencing August 1, 1955.
4. The duration of the collective agreement to be extended to July 1, 1956.
5. Recommend that the parties consider and discuss a health plan.
6. Refer the Bakers and the French Polishers adjustment back to the Parties.
7. Seniority for barmen to remain as at present.

At the outset of the discussions among the members of the Board, after the hearings, I felt that I should agree with the five-day forty-hour week. Later I suffered some misgivings on this subject as there was evidence before us that this would involve an annual cost of about $78,000 for the employees covered by the agreement, and an annual cost of about $86,000 for all employees.

I felt too that a case had not really been made out to show that the five-day forty-hour week has come to the hotel industry in Eastern Canada, the sole exception as I recall the evidence being the Royal York Hotel. However, it does seem to me that the five-day forty-hour week is here to stay and is fast entering into all pursuits of life, and that I should agree to the five-day forty-hour week in this case.

With regret I found myself unable to agree with my colleagues in the matter of a general wage increase. To begin with, the principle of an increase "across the board" seems to me to be wrong, and as has been said so well and so often before now, it can work many injustices and inequalities. It seems hardly necessary to develop or multiply instances. Suffice it to say that the principle should not be applied where, as in this case, the employees receive different treatment, that is to say, that as part of the wage structure some employees get perquisites and some do not; some get board and some do not; and some get board and meals and some do not. May I suggest, with respect, that adjustments in individual salaries considered on the merits of each case would give more just and equitable treatment.

Then the giving of the five-day forty-hour week in itself gives an increase of ten per centum to the employees. It is true, of course, that the "take-home pay" is not increased, but the employee receives ten per cent more per hour for the work which he does and he has more time to himself to devote to other interests, whether financially fruitful or for the purpose of leisure. I did not feel that in this instance and on the evidence before us the employees should have the increase in pay resulting from the five-day forty-hour week, and a further general increase as well and I was mindful too of the heavy additional cost to the employer resulting from the shorter working week.

But apart altogether from these considerations, I felt that no case had been made out for a general wage increase of any kind. on the first issue before us. It seems obvious that an increase should not be granted in the present case, unless it is shown that the employees are not paid equally as well as other employees in similar industries, in the same area, and to my mind that is not the fact.

There was evidence before us to enable us to compare the average earnings of Chateau Laurier employees with those of employees in hotels and restaurants in Ontario as at June 1, 1954. This evidence showed that excluding railway hotels the hourly average earnings for other hotels and restaurants was 73·9 cents. *The average hourly rate of similar employees of the Chateau Laurier covered by the agreement was at the same time 84·2 cents.*

Management claimed no conclusive case for these comparisons, but they are significant.

The Lord Elgin Hotel in Ottawa formed no good basis for comparison of wages and it was claimed that the closest comparable hotel was the Sheraton-Mount Royal in Montreal. That comparison to my mind showed that the general level of wages at the Chateau Laurier is higher than at the Sheraton-Mount Royal. The comparative tables appear at page 30 and 31 of the brief submitted by management, and appear to me to establish the following:—

(a) Comparing 486 employees of these two hotels, in comparable classifications, it appears that the average wage rates including value of lodging and meals at the Chateau Laurier is $7.61 against $6.80 at the Sheraton-Mount Royal.

(b) A total of 358 Chateau Laurier employees or 74 per cent of those comparable have money wage rates, per day,

higher than those at the Sheraton-Mount Royal, in addition to other more favourable conditions at the Chateau Laurier.

(c) A further 85 or 17 per cent of Chateau Laurier employees in those classifications, which are comparable, receive more compensation than similar classifications at the Sheraton-Mount Royal, when consideration is given to the value of lodging and meals included in the working contract.

(d) The compensation of the remaining Chateau Laurier employees, numbering 43 or 9 per cent of those classifications which are comparable, are shown to be lower than those at the Sheraton-Mount Royal, but the difference amounts to only a few cents per day.

The employees claimed that they should be treated as though they were railway workers and not as hotel employees, but there is of course high authority against this contention and apart altogether from authority there seems to be no good reason why the ownership of an hotel, by one type of company as against another, should bring about an increase or decrease in the wages of those doing hotel work, and I see no merit in such an argument.

Not long ago the employees voluntarily entered into a collective agreement and accepted rates of pay effective July 1, 1953, and to continue in force until July 1, 1954. Why should they seek a change in these rates immediately on the expiration of the contract?

The consumer price index has risen only by ·6 per cent from 116·2 in September 1953 to 116·8 in September 1954.

The Chateau Laurier employees are to my way of thinking still better paid than any other hotel employees in comparable hotels, and I find the application for increased pay without basis or foundation and I dissent from my colleagues on that issue.

I concur in all the other recommendations of my colleagues.

(Sgd.) Alastair Macdonald,
Member.

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Collective Bargaining in the Truck Transportation Industry

Union organization in truck transportation much less advanced than in all transportation industry. Unions bargain for only 28 per cent of trucking firm workers, 82 per cent of transportation industry workers

The organization of labour in truck transportation is much less advanced than in the transportation industry generally. An examination of collective agreements filed with the Economics and Research Branch of the Department of Labour shows that unions bargain for about 28 per cent of the workers employed by trucking firms compared with 82 per cent for the transportation, storage and communications industry as a whole. The Branch has record of 77 agreements in truck transportation, covering 11,300 workers.

The section of the motor transport industry studied here comprises what is generally called local and long distance trucking service. Firms included in the analysis are engaged in transportation for hire. Transport employees of firms primarily engaged in other forms of industrial or commercial activity together with employees of motor bus firms were not included.

Labour Unions

The dominant union in this industry is the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC), which represents 9,150 workers under 45 collective agreements. A number of these contracts, particularly among those effective in Ontario and British Columbia, are multi-employer in scope. This union organizes also in other industries but a substantial proportion of its members are employees of the truck transportation industry.

Several other unions represent slightly more than 2,000 truck transport workers distributed in 32 bargaining units. Workers in truck transport do not form a substantial part of the membership of these organizations, whose main activities are in other industries. The Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) has 17 collective agreements covering 900 employees in Ontario, the Prairies and British Columbia. All but one of these agreements are with individual firms. In Quebec, syndicates directly chartered by the Canadian and Catholic Confederation of Labour represent 450 workers under four agreements. Other unions with agreements in the industry include: The International Association of Machinists (AFL-TLC), the United Automobile Workers (CIO-CCL), and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CIO-CCL).

Employer Units

Collective bargaining on a multi-employer basis was found to be prevalent in the industry. Of the 11,300 workers covered, some 8,400 are included in multi-employer bargaining units. The Teamsters' union represents the workers in most of these multi-employer negotiations. Master agreements of this union are drawn up by union and employers' representatives, and each employer signs a copy of the standard agreement with the union. In British Columbia, about 30 trucking firms negotiate collectively with the union through the Motor Transport Labour Relations Council. In Ontario, three collective agreements cover organized employers in the Toronto, Hamilton and Windsor regions. The Motor Transport Industrial Relations Bureau represents groups of employers in each region. The Automotive Transport Association of Quebec has an agreement with the Teamsters' union covering trucking firms in the Montreal area. In the region of Quebec city a master agreement is also in force, but in this case the workers are represented by a syndicate affiliated to the CCCL. Some 30 employers are represented by the Quebec District of the *Association du Transport Routier du Québec Inc.*, which signs a master agreement for its members.

Employee Unit

Generally speaking, four categories of employees are covered by the collective agreements surveyed: local or city truck drivers, long-distance truck drivers, mechanics, and warehouse employees. The extent of the operations carried on by the employer determines whether workers in all these categories are employed and, consequently, the classifications covered by each agreement. As a rule, one agreement applies to the various categories but in five small bargaining units separate agreements have been negotiated for mechanics.

Size of Bargaining Units

About half of the 77 bargaining units had between 11 and 50 employees. On the other hand, more than half of the 11,300 workers covered were included in four bargaining units.

The distribution of bargaining units according to the number of employees is as follows:

Size of Bargaining Unit	Number of Collective Agreements	Number of Workers Covered
Up to 10 employees	13	100
11 to 50 employees	37	900
51 to 100 employees	11	800
101 to 500 employees	10	2,400
501 to 1,000 employees	2	1,100
More than 1,000 employees	4	6,000
Totals	77	11,300

The six bargaining units with more than 500 employees and five of the 10 units in the 101-500 employee group were master bargaining units. Each unit is made up of several small and medium-sized and a few large firms. Taken individually, very few of the trucking firms employed more than 500 workers.

Life of Collective Agreements

Nearly three-quarters of the agreements analysed were to remain in effect for a period of one year, but these applied to only one-quarter of the workers under agreement, as shown by the following distribution:

Collective Agreement Effective for	Number of Collective Agreements	Number of Workers Covered
One year or less	56	2,800
More than one year, less than two years	4	1,300
Two years	14	5,400
More than two years	3	1,800
Totals	77	11,300

TABLE 1.—UNIONS AND COLLECTIVE AGREEMENTS IN THE TRUCK TRANSPORTATION INDUSTRY, BY REGION

Union	Canada		Maritimes		Quebec		Ontario		Prairies		British Columbia	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC)	45	9,150	5	50	7	2,000	7	5,000	13	700	13	1,400
Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL)	17	900	...	...	...	...	3	300	10	400	4	200
National Catholic Syndicates (CCCL)	4	450	...	...	4	450	...	...	...	...	...	...
Employee Associations	4	600	...	...	2	550	...	...	1	30	1	20
Other Unions	7	200	...	...	...	...	2	120	...	...	5	80
Total All Unions	77	11,300	5	50	13	3,000	12	5,420	24	1,130	23	1,700

The 21 agreements running for periods greater than one year cover some 8,500 or 75 per cent of the 11,300 employees under collective agreements. The large proportion of workers under collective agreements running for more than one year can partly be explained by the fact that most of the multi-employer bargaining units have collective agreements in the longer term category.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, several wage increases were made obligatory by Orders in Council during February and March. Changes were also made in other working conditions, including hours, overtime, vacations with pay and statutory holidays.

In the furniture manufacturing industry throughout the province, minimum hourly rates were increased by 5 cents per hour in zones I and II, by 10 cents in zone III; regular weekly hours in zones I and II only were reduced from 50 to 48; the regular working week for stationary engineers and firemen remains unchanged at 56 hours.

In the construction industry at Montreal, minimum hourly rates for elevator construction mechanics and helpers in the Montreal and Hull regions were increased by from 6 to 9 cents per hour, making the rate for mechanics $2.29 per hour at Montreal and $2 at Hull; in the Quebec region rates were unchanged at $1.80 for mechanics. Minimum hourly rates for journeymen electricians at Montreal were increased by 10 cents to $2 per hour and double time is now paid for work after 1 p.m. Saturday instead of after 5 p.m., as formerly.

In the glass processing industry at Quebec, a revised schedule of minimum rates provides increases ranging from 5 to 7 cents per hour for qualified workers, and 9 to 15 cents for apprentices.

In retail trade at Chicoutimi, the cost-of-living escalator clause was cancelled. A new minimum scale of weekly rates for male and female workers provided for an increase of $2 per week, and regular weekly hours were reduced by 2½ per week.

In the baking and pastry making industry at Trois Rivières, minimum weekly rates were increased by from $1 to $2 per week.

Industrial Standards Act, Nova Scotia

Under the Industrial Standards Act, Nova Scotia, a new schedule in Halifax and Dartmouth now includes a minimum hourly rate of $1.20 for construction labourers engaged in mortar and plaster mixing, and the operation of pneumatic drills and jack hammers. The minimum rate for labourers, other than specified above, remains at $1.10 per hour, as formerly. Double time is now provided for work on Sundays and holidays.

A first schedule for electrical workers at Sydney provided a 40-hour week, and a minimum rate of $1.55 per hour during regular hours, with time and one-half for overtime work before midnight, double time after midnight and for all work on Sundays and holidays.

Legal Decisions Affecting Labour

Manitoba court holds union not legal entity for purpose of prosecuting company for unfair labour practice. British Columbia court holds that picketing that is illegal can properly be prohibited by an injunction

The Manitoba Labour Relations Act has been held by the Appeal Court in the province not to make a union a legal entity for the purpose of charging a company with an unfair labour practice under the Act.

In dismissing an application to dissolve an injunction against picketing a British Columbia plant in 1953, the British Columbia Supreme Court found that picketing to induce an illegal strike was not protected by the provincial Trade-unions Act.

Manitoba Court of Appeal . . .

. . . holds that Labour Board has no jurisdiction to give union consent to prosecute an employer

On March 11, the Manitoba Court of Appeal affirmed the ruling of the Court of Queen's Bench (L.G., July 1954, p. 1020) that a union was not entitled to prosecute an employer for alleged offences against the Manitoba Labour Relations Act since it was not a legal entity.

Chief Justice Adamson gave the Court's reasons for decision. The Manitoba Labour Board had granted the Laundry and Dry Cleaning Workers Union consent to prosecute New Method Launderers Limited in Winnipeg for ten offences against the Manitoba Labour Relations Act. The Court of Queen's Bench granted the laundry a writ of prohibition to prevent a police magistrate from proceeding to hear the charges and the union now appealed from that judgment.

The Court of Appeal held that the Board had no jurisdiction to give the union consent to prosecute. The Chief Justice stated that it had long been established that a number of unincorporated individuals could not be a party to judicial proceedings in the name of their club, union, or association. The appellants submitted that the Manitoba Labour Relations Act gave unions legal status to do anything under the Act that may be done by an individual. His Lordship quoted Section 46(1) of the Act, which reads:

> A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union, and for the purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person . . .

In the Chief Justice's opinion, this specific provision as to when a union may be a party in legal proceedings negated the submission that the intention of the Act was to make trade unions legal entities for all purposes of the Act. This interpretation of similar statutory provisions had been given in *International Ladies Garment Workers Union* v. *Rothman* (L.G., 1941, p. 724) and in *Canadian Seamen's Union* v. *Canada Labour Relations Board* (L.G., 1951, p. 697).

The Chief Justice noted the provision in Section 41(1) of the Act that a person claiming to be aggrieved by an alleged violation of the Act could make a complaint in writing to the Minister, who could then require the Board or an industrial inquiry commission or a conciliation officer to investigate. His Lordship emphasized that the purpose of the Act was to promote conciliation and peace, not conflict and prosecutions. He considered that to hold by implication that the Act gives unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act. Because of considerations of public policy and the purpose of the Act, third parties who had no direct interest in the subject matter of the litigation should not be permitted to promote litigation. It followed that the consent to prosecute required by Section 47(1) of the Act should be given by the Board only to the aggrieved person and not to some third person.

Another objection to the prosecutions was that the informations were sworn by Emil

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Walterson, who did not have the consent of the Board as required by Section 47(1). A consent given to one party did not authorize another party to prosecute.

The Court accordingly dismissed the union's appeal from the earlier judgment. *Re Walterson and Laundry and Dry Cleaning Workers Union and New Method Launderers Limited* [1955] 14 WWR (NS) 541.

British Columbia Supreme Court . . .

. . . continues injunction restraining picketing to persuade employees to strike contrary to ICA Act

In a decision given by the British Columbia Supreme Court on November 12, 1953, but only recently reported, it was held that picketing to persuade employees to strike illegally was not protected by the British Columbia Trade-unions Act and could properly be prohibited by injunction.

The judgment was handed down by Mr. Justice Coady. The plaintiff, who operated a planing mill and lumber yard employing about 12 men, had a collective agreement for a term of one year with Local No. 1-424 of the International Woodworkers of America (CIO-CCL), the certified bargaining agent for his employees. The union was the bargaining agent for the employees of other lumber operators in the district. After the agreement expired on August 31, 1952, negotiations for a new agreement were carried on between the Interior Lumber Manufacturers Association, representing about 40 employers, and the District Council of the union, representing the local unions which were bargaining agents for the various units of employees. His Lordship inferred from the material filed before him that if the negotiations had resulted in a new collective agreement a separate contract would have been entered into by each employer with the bargaining agent for his employees, as had been done previously. However, bargaining was unsuccessful. A conciliation officer and later a conciliation board were appointed under the British Columbia Industrial Conciliation and Arbitration Act.

The conciliation board issued majority and minority reports on October 11, 1953. Neither the Association nor any of its members either accepted or rejected either report. The union rejected the majority report on October 22 and supervised strike votes were taken in most of the different units. The vote of the plaintiff's employees was against a strike. The men in another sawmill in the same town, the Quesnel Sawmills Ltd., voted for a strike and promptly went out on strike. In spite of the vote of the plaintiff's employees against a strike, Local 1-424 set up a picket line adjacent to the plaintiff's premises. The pickets were the striking employees of the Quesnel Sawmills Ltd.

The plaintiff company obtained an injunction on October 27 to restrain the union from conducing or attempting to conduce an illegal strike, from watching and besetting, from causing a nuisance adjacent to or in the vicinity of the plaintiff's premises, and from inducing or attempting to induce the plaintiff's employees from fulfilling their lawful contracts with the plaintiff. Counsel for the defendants then applied to dissolve the injunction, or alternatively to modify it so that peaceful picketing could be continued. He had no objection to an injunction to restrain excessive or obstructive picketing.

Mr. Justice Coady considered that it was clear that the purpose of establishing the picket line was to persuade the plaintiff's employees to break their contract of employment by refusing to work, which was an unlawful act. He considered also that by this unlawful act the union was endeavouring to persuade the plaintiff's employees, who had voted against a strike, to go on strike contrary to the provisions of the ICA Act. The Act provided that no employees could strike until a vote had been taken and a majority of employees who voted were in favour of a strike. In the circumstances a strike by the plaintiff's employees would be unlawful, and the attempt by the union to persuade them to commit this unlawful act was also unlawful.

If picketing was permitted the employees would be faced with a dilemma: to pass the picket line would be interpreted as disloyalty to the union and not to pass would be to strike contrary to the ICA Act.

Counsel for the union relied on Sections 3 and 4 of the British Columbia Trade-unions Act, which protect unions and their agents from injunctions or actions in damages to prevent them from communicating facts respecting employment, from endeavouring to persuade any person at the expiry of any existing contract not to renew it, from publishing information with regard to a strike or lockout or other grievance or trouble, and from urging persons not to seek employment in the locality affected by the trouble or from purchasing products of the employer concerned.

His Lordship did not think that these provisions applied in the circumstances of this case, where the purpose and act of the

defendants was unlawful in itself. The purpose was not to convey information but to induce a breach of contract and there was no "labour grievance or trouble" in the plant.

Further, the information conveyed by the defendants was not true. A placard stated that the operation was on strike, and the same untrue information was given verbally by some of the pickets. While this information could not be expected to deceive the employees, it was no doubt intended to influence them, and it would seem to have been intended to deceive the public and to persuade customers and others against doing business with the plaintiff.

Mr. Justice Coady distinguished the case from the *Aristocratic Restaurants* case (L.G., 1951, p. 371 and p. 1553). In that case the information conveyed was true, the object was to further the interests of the union, and while the picketing extended to units of the employer other than the unit where the labour grievance or trouble arose these other units were under the same control, operation and ownership, and further the act of the defendants was not unlawful.

The Court dismissed the union's application and continued the injunction. *Pacific Western Planing Mills Ltd.* v. *International Woodworkers of America (CIO-CCL) Local Number 1-424 et al* [1955] 1 DLR 652.

Recent Regulations under Provincial Legislation

Alberta adds servicing, and sale and servicing, of machinery to the schedule of industries covered by Workmen's Compensation Act. Rates for living allowances that may be paid apprentices set in Newfoundland

The Alberta Workmen's Compensation Board has added the industry of servicing and the sale and servicing of machinery to the schedule of industries to which the Workmen's Compensation Act applies. Under the Apprenticeship Act in Newfoundland, the rate has been set for living allowances which may be paid to apprentices under contract during the time they are taking the required technical course. The regulations setting out the qualifications of inspectors under the Ontario Operating Engineers Act were amended to permit certificates under the Boilers and Pressure Vessels Act to be accepted as proof of competency. Safety rules for operation of gas and oil wells in Saskatchewan were amended in respect to fire hazards.

Alberta Disabled Persons Act

Alberta has entered into an agreement with the federal Government to share payment of $40 monthly pensions to needy persons over 18 years of age who are totally and permanently disabled. The agreement, gazetted February 28, is similar to the one recently entered into by Saskatchewan (L.G., Feb., p. 189) and was made retroactive to January 1, 1955, by the Disabled Persons Act passed by the provincial legislature this year.

Disabled persons' pensions have been available to Alberta residents over 21 years of age since 1953 under the Disabled Persons' Pensions Act and regulations (L.G., 1953, pp. 1180 and 1801; Sept. 1954, p. 1305 and Oct. 1954, p. 1465) but this legislation did not meet the requirements of the federal Disabled Persons Act governing agreements with the provinces.

Alberta Workmen's Compensation Act

The industry of servicing and the sale and servicing of machinery were brought under the Alberta Workmen's Compensation Act with effect from January 1, 1955. Notice of the addition to the schedules to the Act was gazetted February 28.

Newfoundland Apprenticeship Act

Living allowances have been set for apprentices in Newfoundland for the period during which they are taking the required course of technical instruction related to their trade.

The rates for single apprentices are $6 a week for those living at home and $12 a week for those away from home. The weekly rate for an apprentice who is head of a family living at home is $15.90. Heads of families living away from home will receive $21 a week.

Prospective apprentices are entitled to receive these rates while they are pursuing pre-apprenticeship courses approved by the Provincial Apprenticeship Board.

Claims for remuneration are to be made on a form approved by the Director of Apprenticeship. Deductions may be made

for periods of absence from school, but where the absence is due to sickness, remuneration may be paid for periods not exceeding three days.

These regulations, the first under the Act, were made and gazetted March 15.

Ontario Operating Engineers Act

An amendment to the regulations concerning the qualifications of inspectors under the Ontario Operating Engineers Act (L.G., Nov. 1954, p. 1601) permits a certificate of competency under the Boilers and Pressure Vessels Act (L.G., Aug. 1953, p. 1184) to be substituted for a current certificate as a first or second class engineer. The qualifications with respect to age and education are unchanged.

The amendment was made March 8 and gazetted March 19.

Saskatchewan Oil and Gas Conservation Act

Three of the fire prevention sections of the regulations under the Saskatchewan Oil and Gas Conservation Act (L.G., 1953, p. 591; March, p. 332) were amended by O.C. 498/55 of March 8, gazetted March 18.

As before, no heating or lighting apparatus involving use of flame is to be allowed in the drilling rig doghouse, but exposed electrical elements are no longer included in the prohibition.

The regulations no longer forbid electric generators or electric heaters with exposed elements to be used within 75 feet of any well or tank for storage of oil. The use of stoves or open flame heaters continues to be prohibited in these areas.

Any engine within 150 feet of any well or oil storage tank must still be constructed or enclosed so that it is externally sparkproof. Motors and electric switches as well as engines were previously subject to this provision.

Safety Code for Punch Press Guarding

A committee was organized recently by the Canadian Standards Association to prepare a safety code for the guarding of punch presses. The code is being developed at the request of the Canadian Association of Administrators of Labour Legislation, an organization of federal and provincial government labour officials which was formed for the purpose of improving legislative and administrative standards and promoting greater uniformity in labour legislation.

Earlier safety codes published by the CSA at the request of the CAALL are *A Code of Practice for Window Cleaning* (L.G., 1949, p. 677) and *Safety Code for the Woodworking Industry* (L.G., 1953, p. 444).

Apprenticeship for Girls Advocated by British Union Leader

A system of apprenticeship for girls was advocated by the President of Britain's Amalgamated Engineering Union, Robert Openshaw, as one way of meeting the shortage of skilled craftsmen in the engineering industry. The principle of equal pay also received his endorsation.

Mr. Openshaw was addressing the annual conference of the union's women delegates.

"Women are in the engineering industry to stay," he said. "That is a fact that we have put over to the employers on many occasions. Management must cease to regard women as temporary hands and must reorganize not only their thinking but their factories to give women their rightful place alongside the men in industrial life. Although they do not say so in so many words, the employers in general do not regard women as capable of equal work and that makes the achievement of equal pay a difficult task."

Concerning apprenticeship, Mr. Openshaw said: "There are grave shortages of skilled craftsmen, so why cannot women be used to fill those gaps? Realizing this, the union is trying to implement a policy of apprenticeship for girls."

The suggestion, he added, is now before the employers and the union is awaiting a reply.

Introduce Proposed Revision of the Unemployment Insurance Act

Amending Bill submitted to House of Commons April 5. Summary of the proposed amendments is issued by Unemployment Insurance Commission

On April 5, the Minister of Labour introduced in the House of Commons a Bill to amend the Unemployment Insurance Act (see page 518). The proposed amendments are the result of studies by various bodies that began seven months earlier.

On September 3, 1954, the Unemployment Insurance Commission submitted to the Minister certain proposals for revision of the Act. These proposals were referred to the Interdepartmental Committee on Unemployment Questions (under the chairmanship of the Secretary of the Cabinet).

The Committee, after consideration of the proposals, reported to Cabinet late in October. The Cabinet gave instructions for continuing the study and for proceeding with the draft revision of the Act, omitting certain proposals which did not receive Cabinet approval.

The aim of the proposed revision is to produce an unemployment insurance program that will provide, among other things, a reasonably sound income maintenance plan, will eliminate anomalies now existing and will create sufficient incentive to workers to obtain employment, whether of a permanent or casual nature.

Following is a summary of the proposed amendments:—

Re-arrangement and Clarification

It is proposed that the sections of the Act be re-arranged to bring together the provisions which deal with the same subject, and that the language of the Act be simplified. Since the Act affects several million workers and their employers, it is desirable to have its provisions in language that can easily be understood by them.

Employment Service

As the National Employment Service is the positive part of the Unemployment Insurance Commission's activities, the provisions for establishing this service will be found immediately after the provisions for the establishment of the Commission. In view of the fluid nature of the activities of the Employment Service, the main principles only are laid down in the legislation and the Commission is given power to make regulations for dealing with procedures and details of administration.

Coverage

The main provisions regarding coverage remain unchanged. At present, for a worker to be insurable there must be a contract of service. There are many classes of workers similar to wage earners who can only be brought under the Act if an anomaly is proven. The revision will make it easier for these persons to be insured. Further, the inclusion of excepted employments will in future be made without reference to the Advisory Committee, although there is provision for consulting the Committee where considered necessary. The third change is that individual workers will no longer be exempted but persons who work in insurable employment to an inconsiderable extent can be excluded by regulation.

Contributions

The Commission first proposed that contributions should in future be made by payroll deduction of a percentage of earnings, and that the present insurance stamps and individual contribution records be discontinued. However, the Commission was asked to prepare a plan retaining insurance stamps and books and providing for the keeping of contribution records by the Commission.

The table of proposed rates which follows combines the present two lowest classes and provides additional classes in the higher earnings ranges. This will provide contributions which are more equitable in that the percentage of earnings shows much less variation than the

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present scale and at the same time will provide benefits which bear the same ratio to contributions in the various classes.

The contributions will be based on earnings rather than on any specific number of days. The stamp placed in the book will represent the actual earnings in a week whether the period being worked be one or more days. If there is more than one employer in a week, two or more stamps will be placed in the weekly space up to the maximum contribution required of 60 cents ($1.20). All the stamps acquired in a week will be counted as one week's contribution and the worker will be given credit for the total contributions made as far as benefit rate is concerned. The only exception to the above rule is that where the earnings are less than $9, half of the 16 cents (32¢) stamp or a contribution of 8 cents will be made by the worker, and this half-stamp will count as half-a-week to qualify for benefit and for computing duration.

The present insurance book and contribution records will be retained with suitable modifications to fit in with the revised proposals.

TABLE I.—PRESENT CONTRIBUTION RATES

Range of Earnings	Employer and Employee Contribution (Each)	Average Earnings in Range	Contribution as Percentage of Average Earnings
	cents	$	
Less than $ 9.00	18	5.60	3·21
$ 9.00 to 14.99	24	12.80	1·88
15.00 to 20.99	30	17.85	1·68
21.00 to 26.99	36	23.70	1·52
27.00 to 33.99	42	30.20	1·39
34.00 to 47.99	48	40.95	1·17
48.00 and over	54	57.50	·94

TABLE II.—PROPOSED CONTRIBUTION RATES

Range of Earnings	Employer and Employee Contribution (Each)	Average Earnings in Range	Contribution as Percentage of Average Earnings
	cents	$	
Less than $15.00 [1]	16	11.80	1·36
$15.00 to 20.99	24	17.85	1·34
21.00 to 26.99	30	23.70	1·27
27.00 to 32.99	36	29.65	1·21
33.00 to 38.99	42	35.60	1·18
39.00 to 44.99	48	41.60	1·15
45.00 to 50.99	52	47.55	1·09
51.00 to 56.99	56	53.50	1·05
57.00 and over [2]	60	59.70	1·01

[1] When earnings are less than $9.00, 1/2 stamp or a contribution of 8 cents is made. Two such contributions would equal one week for the purpose of qualification and duration.

[2] Maximum insurable earnings $60.

Benefit Rates

The benefit rates will be increased. The new maximum will be $30 per week in place of the present $24, an increase of 25 per cent. When the Act first came into operation the scale of benefit rates was designed to preserve a certain relationship between the ordinary rate of earnings and the benefit payable. This relationship has been altered as a result of the rise in wage rates and, as a large number of insured persons have moved into the top benefit class, the ratio of benefit to average earnings has dropped considerably. By a revision of the earnings classes, it is intended to restore the proper relationship between benefit and ordinary earnings so that this will not result in over-insurance in the lower wage classes or in under-insurance in the upper wage classes.

TABLE III.—PRESENT BENEFIT RATES

Employee Weekly Contribution	Weekly Earnings Range	Weekly Benefit		Average Earnings in Range	Benefit % of Average Earnings	
		Single	Dependency		Single	Dependency
18 cents	Less than $ 9.00	4.20	4.80	5.60	75·0	85·7
24 "	9.00 to 14.99	6.00	7.50	12.80	46·9	58·6
30 "	15.00 to 20.99	8.70	12.00	17.85	48·7	67·2
36 "	21.00 to 26.99	10.80	15.00	23.70	45·6	63·3
42 "	27.00 to 33.99	12.90	18.00	30.20	42·7	59·6
48 "	34.00 to 47.99	15.00	21.00	40.95	36·6	51·2
54 "	48.00 or over	17.10	24.00	57.50	29·7	41·7

TABLE IV.—PROPOSED BENEFIT RATES

Employee Weekly Contribution	Weekly Earnings Range	Weekly Benefit		Average Earnings in Range	Benefit % of Average Earnings	
		Single	Dependency		Single	Dependency
16 cents	Less than $15.00	$ 6.00	$ 8.00	$ 11.80	50·8	67·8
24 "	$15.00 to 20.99	9.00	12.00	17.85	50·4	67·2
30 "	21.00 to 26.99	11.00	15.00	23.70	46·4	63·3
36 "	27.00 to 32.99	13.00	18.00	29.65	43·8	60·7
42 "	33.00 to 38.99	15.00	21.00	35.60	42·1	59·0
48 "	39.00 to 44.99	17.00	24.00	41.60	40·9	57·7
52 "	45.00 to 50.99	19.00	26.00	47.55	40·0	54·7
56 "	51.00 to 56.99	21.00	28.00	53.50	39·3	52·3
60 "	57.00 and over	23.00	30.00	59.70	38·5	50·3

The benefit rates will be based on the average contributions in the 30 weeks immediately preceding the claim. At present the rate is based on the average contributions for the 180 days preceding claim.

Duration of Benefit

The present benefit formula will be changed. It provides a minimum of six weeks' benefit and a maximum of one year (less the waiting period) or fifty-one weeks, depending on the length of time for which an insured person has contributed. Statistics show that approximately 90 per cent of all claimants draw not more than 20 weeks' benefit.

It is proposed that the minimum qualification for benefit be 30 weeks in insurable employment (it is now 180 days) and that this will entitle any claimant to 15 weeks' benefit. Additional weeks of benefit will be earned by additional contributions on the basis of one week's benefit for two weeks' contributions in the two years prior to claim, and the maximum benefit in a benefit year will be 30 weeks. (This minimum and maximum are exclusive of seasonal benefits referred to below.)

It is expected that the new formula will take care of the great majority who ordinarily work in insurable employment, will provide greater protection for those who have newly entered insurable employment and will reduce the drain on the fund from certain fringe groups who now tend to remain on benefit for long periods when they have really withdrawn from the labour market.

The requirement of 30 weeks in insurable employment to qualify for benefit will make it easier for a claimant to qualify than the present provisions, which require 180 days. For example, if a person ordinarily working on a five-day week goes on short-time of four days a week under the daily stamp system, he would receive four daily stamps for his week's work rather than one weekly stamp and this would mean, if the short-time condition lasted for three months, that under the daily plan he would be credited with 52 days or 8½ weeks, while under a weekly plan he would be credited with 13 weeks.

In order to requalify, a claimant will have to acquire credit for eight additional weeks in insurable employment since the commencement of his previous benefit year and have at least 30 contribution weeks in the previous two years. Contribution weeks more than a year old at the time of a subsequent claim cannot be used a second time to qualify either for rate or duration.

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Transitional Period

In view of the reduction of the maximum duration of regular benefit from 51 to 30 weeks, it is felt desirable to provide for a transitional period during which those who have accumulated credits under the present Act might be eligible for more than the maximum of 30 weeks under the proposals.

The plan proposed is that in the three years following the change, if in the first benefit year a claimant exhausts his benefit, the record of contributions made by him in the five years prior to the change-over to the new plan would be examined. The money value of the benefits to which he would be entitled by virtue of these contributions would then be determined; the amount of benefit received under the new plan would be deducted and he would be entitled to an additional benefit period for the balance without requalifying. For example, a claimant at the cut-off date has in the past five years contributed for 250 weeks and would be entitled to 50 weeks at $24 a week or a total of $1,200 benefit. He has under the new plan become entitled to 30 weeks' benefit at $30 a week or $900. If he exhausts this credit he would be entitled to a further $300 or ten additional weeks at $30 per week.

Non-Compensable Days, Casual Earnings, Allowable Earnings

The present method of paying benefit on a daily basis is involved and leads to a number of difficulties where holidays and short-time employment are concerned, particularly where some claimants are on a five-day week and others are on a six-day week. In addition, the provision that the first day of unemployment shall be non-compensable and also the provision with regard to earnings from subsidiary employment are misunderstood by claimants.

Most of these difficulties can be overcome and the same results obtained by setting up a weekly rather than a daily benefit rate. To provide incentive for claimants to take casual employment when it is available, the non-compensable day will be eliminated and claimants will be allowed to earn a specified amount without loss of benefit during a claim week. Any excess earnings over the allowable amount will be deducted from a claimant's benefit and the total of benefit payable plus allowable earnings will still be somewhat less than ordinary earnings. This will simplify the computation of benefit and will still accomplish what the non-compensable day now does, namely, eliminating payment of large numbers of claims for a single day of unemployment. It will be immaterial whether the allowable earnings are from subsidiary employment carried on outside of the claimant's usual hours of work or from any other type of employment. The rates of allowable earnings proposed are as follows:—

TABLE V.—ALLOWABLE EARNINGS

Weekly Earnings Range	Benefit		Weekly Allowable Earnings	% of Average Earnings	
				Benefit and Allowable Earnings	
	Single	Dependency		Single	Dependency
	$	$	$		
Less than $15.00	6.00	8.00	2.00	67·8	84·7
$15.00 to 20.99	9.00	12.00	3.00	67·2	84·0
21.00 to 26.99	11.00	15.00	4.00	63·3	80·2
27.00 to 32.99	13.00	18.00	5.00	60·7	77·6
33.00 to 38.99	15.00	21.00	6.00	59·0	75·8
39.00 to 44.99	17.00	24.00	7.00	57·7	74·5
45.00 to 50.99	19.00	26.00	9.00	58·9	73·6
51.00 to 56.99	21.00	28.00	11.00	59·8	72·9
57.00 and Over	23.00	30.00	13.00	60·3	72·0

The table on the following page gives examples that illustrate the way in which this rule will be applied.

	Employed					
	1 day	2 days	3 days	4 days	5 days	6 days
Earnings $30 per week	$	$	$	$	$	$
Earnings	5	10	15	20	25	30
Allowable earnings	5	5	5	5	5	5
Deduction from benefit	0	5	10	15	20	25
Benefit rate (dependency)	18	18	18	18	18	18
Benefit paid	18	13	8	3	0	0
Benefit payable present plan						
If short-time	12	9	6	3	0	0
If work is casual	15	12	9	3	0	0
If working a 5-day week and put on short-time						
Earnings	6	12	18	24	30	.....
Allowable earnings	5	5	5	5	5	.....
Deduction from benefit	1	7	13	19	25	.....
Benefit rate (dependency)	18	18	18	18	18	.....
Benefit paid	17	11	5	0	0	.....
Benefit payable present plan	12	9	6	0	0	.....

Seasonal Benefit

At present supplementary benefit is payable during the period January 1 to April 15 to the following:—

Class 1—Those whose benefit has become exhausted subsequent to March 31 prior to claim.

Class 2—Those who could not qualify for ordinary benefit but had made 90 daily contributions subsequent to March 31 preceding their claim.

The rates for supplementary benefit were recently increased by Parliament and are now the same as regular benefit rates. This will be continued in the revised Act.

It is proposed that in future these benefits will be known as "seasonal benefits" and will be payable to the above classes during the same period as at present. Those in Class 2 will receive two weeks' benefit for every three contribution weeks subsequent to March 31, and this will mean that the minimum period for this class will be ten weeks (now three) and the maximum fifteen weeks (now six).

Those in Class 1 will be eligible for a period of 15 weeks, provided their previous benefit year terminated after April 15. It is felt that these seasonal benefits should not be paid to persons who have in effect left the labour market, and it is proposed that the Commission be given the power through regulations to ensure that persons whose previous benefit years expired between April 15 and September 30 were actually attached to the labour market.

Waiting Period

At present, the first day of unemployment in a benefit year is a non-compensable day. The waiting period is a period of five days, which makes a total of six days at the beginning of each benefit year for which no benefit is paid. Under the proposals, the waiting period will be one week or the same as at present when the non-compensable day is included.

The waiting period at the beginning of a benefit year can now be *deferred* to a later date in order to prevent hardship when a new benefit year commences after a claimant has been unemployed for some time. Experience has shown, however, that the provision is used in a very small percentage of cases (4·9) and that many of the claimants who obtain the advantage of this provision never serve the deferred waiting days. It is proposed that the waiting period in such cases be waived entirely, if this has not already been done within the preceding year.

Other Amendments

The provision for the extension of the qualifying periods will be enlarged to allow an extension for a period during which a claimant is taking part in a labour dispute resulting in a work stoppage. However, a claimant will not obtain an extension in relation to any period for which benefit is paid.

The provisions regarding penalties will be amended. Penalties will be imposed on employers who do not remit contributions or submit returns promptly.

The provisions for recovery of debt will also be changed to permit civil action through the Exchequer Court, instead of criminal proceedings as at present. The revised provisions will include garnishment proceedings.

Minor amendments are also proposed as follows:—

(a) The present Courts of Referees will be known as Boards of Referees.

(b) Deposits may be required from employers to guarantee payment of contributions.

(c) Contributions deducted from workers' pay held by employers until remitted will be treated as trust funds in cases of liquidation.

(d) Retroactive deductions for contributions may be permitted in certain cases.

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit total 236,847 in February, down 73,152 from January but up 21,915 from February 1954, statistics* show

Initial and renewal claims for unemployment insurance benefit received in January were down 73,152 from the January total but up 21,915 from the February 1954 total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 236,847 claims were filed in local offices across Canada, compared with 309,999 in January and 214,932 in February 1954.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on February 28 numbered 578,586 (479,902 males and 98,684 females), compared with 543,366 (447,020 males and 96,346 females) on January 31 and 512,567 (428,475 males and 84,092 females) on February 26, 1954. On February 28, 1955, the number of short-time and temporary lay-off claimants was 39,057 and 2,058, respectively.

During February, 260,159 initial and renewal claims were adjudicated, of which 161,610 were entitled to benefit. Of the 94,296 initial claims adjudicated as "not entitled", 84,746 were on behalf of claimants who failed to establish a benefit year. Chief reasons for disqualification (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause" 5,844 cases; "not unemployed" 4,018 cases; and "not capable of and not available for work" 3,309 cases.

New beneficiaries during February totalled 159,917, compared with 206,327 during January and 168,262 during February 1954.

See Tables E-1 to E-5 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the month, $28,576,170 was paid in compensation for 8,939,252 days (including 99,338 disability days), compared with $26,149,803 and 8,219,567 days (including 80,629 disability days) during January 1955 and $26,675,431 and 8,391,990 days (including 85,320 disability days) during February 1954.

Estimates of the average number of beneficiaries per week were 394,600 for February 1955 and 359,900 for the week February 20-26, 1954.

The average daily rate of benefit for February was $3.20, compared with $3.18 for January 1955 and February 1954.

Supplementary Benefit

A total of 84,745 initial claimants were considered for supplementary benefit during February; of these, 21,780, or about 25 per cent, were unable to qualify. Supplementary benefit claimants on the live unemployment register on February 28 totalled 130,830 (102,817 males and 28,013 females).

During the month, $6,321,316 was paid in compensation for 2,128,888 days, including 10,319 disability days.

The average daily rate of benefit for the month was $2.97, compared with $2.69 for January.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards were issued to 4,581,310 employees who have made contributions to the unemployment insurance fund since April 1, 1954.

At February 28, employers registered numbered 268,507, an increase of 827 during the month.

Enforcement Statistics

During February, 3,393 investigations were conducted by district investigators across Canada. Of these, 2,074 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,319 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 152 cases,* 38 against employers and 114 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 712.*

Unemployment Insurance Fund

Revenue received in February totalled $17,173,515.42, compared with $18,430,350.99 in January and $16,973,438.10 in February 1954. Benefit payments amounted to $34,884,364.41, compared with $28,361,595.23 in January and $29,674,911.68 in February 1954. The balance in the fund at February 28 was $869,000,298.57. At January 31, there was a balance of $886,711,147.56 and at February 28, 1954, $901,170,539.51.

*These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1128, March 8, 1955

Summary of the Facts: The claimant, who is employed in a hosiery mill which operates on a five-day week, filed a renewal claim for benefit on January 28, 1954, was designated by the local office manager as a short-time claimant and drew benefit on that basis.

In the claim week beginning June 14, 1954, he worked Monday, Tuesday, Thursday and Friday. He was unemployed on Wednesday and at the close of his working day on Friday he was laid off for two weeks because of a machinery conversion at the mill. On Friday night he became ill as a result of a heart attack and upon recovery he reported to the local office on August 24, 1954, and claimed benefit for the period he was ill.

On the evidence before him, the insurance officer found that the claimant had become incapable of work by reason of illness before having become entitled to receive benefit within the meaning of Section 29(3) of the Act, and disqualified him from June 19, 1954, for so long as the condition continued.

The claimant appealed to a court of referees. He did not attend the hearing of his case but was represented by an official of his union. The majority members of the court were of the opinion that there was "sufficient doubt existing to grant the appellant his sick benefits". The chairman of the court, who dissented, expressed the opinion that since the claimant had worked four days during the week in question, the Saturday was rightly considered a holiday; the fact that he became ill on that day did not alter the fact that Saturday was recognized as a holiday for his grade, class or shift and as the non-compensable day for that week had not been served by him, he was not entitled to benefit during the period of his illness.

The insurance officer appealed to the Umpire, contending that the claimant had been rightly disqualified and in that connection he stated:

The claimant has been a short-time claimant since January 28, 1954, and his working week consists of five days. In the week beginning June 13 last he worked Monday, Tuesday, Thursday and Friday. He was unemployed on Wednesday, which

was therefore a non-compensable day and Saturday was a holiday. After he had finished his day's work on Friday the claimant became ill and did not report to the local office until August 24. The first day for which he could attempt to prove unemployment was Monday, June 21, which is a non-compensable day and at which time he was already incapacitated by illness and therefore could not prove unemployment for that day.

The appeal was heard in Ottawa on January 28, 1955. The Canadian Congress of Labour and the Unemployment Insurance Commission were represented.

Conclusions: The reasoning behind the disqualification imposed by the insurance officer seems to be that, inasmuch as Saturday, June 19, 1954, was a recognized holiday for the claimant, the first day for which he could attempt to prove entitlement to benefit was Monday, June 21, but as he had been designated as a "short-time" claimant, the Monday was a day in respect of which he was not entitled to benefit within the meaning of Section 37(1)(a)(ii) of the Act.

To begin with, the first part of this reasoning, in my opinion, is not correct. Inasmuch as the claimant had been laid off on Friday, June 18, and had become incapacitated for work on that evening after completing his working day, it followed that the first day in respect of which he could attempt to prove entitlement to benefit was Saturday, June 19. The question to be determined, therefore, is whether on June 19, 1954, the claimant "had become entitled to receive benefit" within the meaning of Section 29(3) of the Act.

At the hearing before me, it was acknowledged that a five-day working week was in effect at the hosiery mill and that it applied to the claimant's grade or class or shift. Consequently, it might be contended, in the light of the jurisprudence established in decision CU-B 276A, that the claimant was not entitled to benefit for Saturday inasmuch as that day, at the mill, was a recognized holiday within the meaning of Section 31(1)(c) of the Act.

In the present case, however, the claimant was informed on Friday, June 18, that there would be no work for him for approximately two weeks due to a machinery conversion, and the question now becomes one of whether he was still "employed" at the mill on Saturday, the day following his temporary suspension, or in other words whether, for the specific purpose of the application of the provisions of Section 31(1)(c) of the Act, he had completely separated from his employment on Friday evening.

In CU-B 62, my predecessor expressed the opinion that, for the purpose of recognized holidays and notwithstanding the power of the Commission to make regulations to enlarge a claimant's right to benefit, the word "employed" as used in Section 31(1)(c) of the Act was not intended to cover a claimant not "actually employed" unless he had only been laid off for a very short period of "a day or more". In keeping with the spirit of this jurisprudence, I decided in CU-B 447 that a regular employee who had been laid off for an indefinite period because of a shortage of material and was subject to recall, and who, in fact, was recalled approximately three weeks later, had become completely separated from his employment *as from the date of his lay-off.*

In the present case, the circumstances surrounding the claimant's separation are very similar to those of the claimant's separation in CU-B 447, and I fail to find any valid reason to come to any other conclusion than that the claimant's employment was completely terminated at the close of his working day on Friday, June 18, 1954. Therefore, he was unemployed on Saturday, June 19, 1954, and had "become entitled to receive benefit" within the meaning of Section 29(3) of the Act in respect of that day, which was the first day for which he could attempt to prove entitlement to benefit.

The appeal is disallowed.

I wish to point out to the insurance officer that, even if I could have accepted his contention that the first day for which the claimant could attempt to prove entitlement to benefit was Monday, June 21, 1954, I would have still disallowed his appeal because of the following considerations.

According to the last part of subparagraph (ii) of Section 37(1)(a) of the Act, an insured person who is regularly employed by the same employer for a period consisting of *three days or less,* whether consecutive or not, *in a week* is not entitled to benefit for the first day of unemployment following any such period of regular employment, provided that not more than one such day be excluded in any claim week. When such regular employment is for a period exceeding three days in a week, however, the exclusion of any day from benefit under paragraph (a) is governed by the first part of subparagraph (ii) which reads as follows:

Where that person while unemployed becomes employed for monetary gain and continues to be so employed for a period of not more than three consecutive days, then subject to the prescribed proof of the facts of that employment, the first day of unemployment following that period shall not be excluded from benefit under this paragraph . . .

Assuming, in the present case, that the claimant was regularly employed by his employer during the week beginning on Monday, June 14, 1954, he nevertheless was so employed more than three days in that week, namely, on Monday, Tuesday, Thursday and Friday, and, therefore, regardless of the fact that Saturday was considered to be a recognized holiday, the following Monday, June 21, could not be excluded from benefit, because the claimant had not continued to be employed for a period exceeding three consecutive days since his last day of unemployment, namely, Wednesday, June 16, 1954.

Decision CU-B 1129, March 8, 1955

Summary of the Facts: The claimant filed an initial application for benefit on May 31, 1954, and stated that she had worked for a manufacturing firm as a clerk-typist from August 1947 to May 28, 1954, when she voluntarily left because of the employer's policy regarding pregnancy. She also stated that she was not on leave of absence from the company and that her confinement was expected about September 15, 1954. The employer stated: "This employee left voluntarily—pregnancy".

The local office requested further information. The employer replied that his policy was not to employ women who were more than five-and-a-half months pregnant and that the claimant was on leave of absence. The claimant stated: "In view of company policy regarding pregnancy, two weeks' notice was given to allow for replacement".

The insurance officer disqualified the claimant as from May 31, 1954, on the ground that, inasmuch as she was on leave of absence from the company, she was not considered to be unemployed within the meaning of Section 29(1)(a) of the Act. The claimant appealed to a court of referees.

In response to a request from the local office for information as to the terms of the collective bargaining agreement in respect to the granting of leave of absence to pregnant women, the employer stated that as the claimant was an office employee she was not covered by the said agreement and that her position would be held for her provided she returned within the time limit of the leave of absence.

The court of referees, which was also asked by the insurance officer to examine, as an alternative question, the claimant's availability for work, unanimously reversed the decision of the insurance officer, being of the opinion that her unemployment had resulted from the company's policy in respect to pregnant women, and found that she was available for work on the date she filed her claim for benefit.

The insurance officer appealed to the Umpire mainly on the following grounds:

Following CU-B 714 and CU-B 774 it does not appear that the claimant can be regarded as having proven that she was unemployed.

In the present case the claimant was required, as a condition of employment, to cease work for the employer when she reached a certain stage of pregnancy. However, we think that the leaving was not involuntary since the claimant had voluntarily accepted the condition of employment which required her to take leave of absence during pregnancy. It is our view that the leaving should be regarded as voluntary and that the claimant must be disqualified as she has not rebutted the presumption that she is not available for work—CU-B 620.

Conclusions: The first question to be determined is whether the claimant proved that she was unemployed within the meaning of Section 29(1)(a) of the Act on the date she filed her claim for benefit.

The employer stated that his policy was not to employ women who were more than five-and-a-half months pregnant, that the claimant had been granted leave of absence and that her position would be held for her provided that she returned within the time limit. Presumably, the leave, which was for an extended period, was without pay and the claimant, who was under no obligation to perform any services for the employer during such leave, was also at liberty to seek and accept other employment without jeopardizing her status with the firm.

Considering that it was compulsory for the claimant to take leave of absence, I find that, although she had not completely and definitely severed her connection with her employer (seniority rights, the understanding to return to work at a later date, etc.), he actually suspended the exercising of his right of control over the employee for the duration of the leave. Consequently, for the purpose of the application of Section 29(1)(a) of the Act and in keeping with the principle which I established in decision CU-B 888, the employer-employee relationship can be held to have become dormant for the duration of the

leave. Therefore, the claimant proved that she was unemployed on the date she filed her claim for benefit, and the disqualification imposed by the insurance officer under Section 29(1)(a) of the Act was rightly set aside by the court of referees.

As to the alternative question of the claimant's availability for work which the court was asked to examine, it seems that, inasmuch as no new facts had been brought to the attention of the insurance officer since he last examined the claim and "all questions arising with such claim", he had no right to revive the question of the claimant's availability for work on the date she filed her claim by referring that question to the court. Otherwise, it would mean that the adjudicating authorities could, at any time during the life of a claim and without new facts, use this avenue as a means of remedying the errors, omissions, oversights or shortcomings relative to the merits of their adjudication with the result that a claimant would always be kept in suspense as to his past entitlement to benefit.

However, as the conditions laid down in Section 29(1) of the Act must be fulfilled in respect of each and every day for which benefit is claimed, and as the time element was the important factor in this case in that the claimant's availability was gradually decreasing as the date of her confinement was drawing nearer, the insurance officer could have rightly referred the question of availability to the court on the facts as they stood on the date of his submission, namely, July 23, 1954. If this had been done, I feel confident that the court would have found, as I am about to do, that the claimant was not available as from that date because, as I stated in CU-B 734 in respect to a claimant who was in an advanced stage of pregnancy: "I doubt very much whether any employer would have hired her knowing that she would have been available only for a short period of time during which it is altogether likely that her capability for work would have been affected."

The appeal of the insurance officer is upheld to the extent only that the claimant was not available for work as from July 23, 1954. His contention that the "leaving was not involuntary since the claimant had voluntarily accepted the condition of employment which required her to take leave of absence during pregnancy" is not plausible because, if that reasoning were accepted, it could be said that an employee who is laid off because of a shortage of work voluntarily leaves his employment because it is part of his conditions of employment that he becomes unemployed whenever his employer has no work for him. In the present case, the claimant had no voice in the matter of the application of the employer's rule against retaining pregnant women and I fail to see how, under the circumstances, her separation could be considered voluntary.

Dismissed for Failure to Join Union, Ruled Ineligible for Jobless Benefits

A worker's refusal to join the union in a plant where a union shop is in effect constitutes "voluntary separation from employment" and thereby disqualifies him for unemployment insurance benefits, the appellate division of the New York Supreme Court ruled recently. The Court upheld a previous decision by a local insurance office that the worker's action was a voluntary leaving of employment without good cause and ordered the reversal of a contrary decision by the unemployment insurance appeal board.

Under the terms of the collective agreement at the plant, workers are required to pay dues to the union after 60 days' employment. In the case in question, the worker refused to pay dues and after the union brought about his dismissal he applied for unemployment insurance benefits and was turned down. He appealed and the unemployment insurance appeal board ruled in his favour.

In reversing the decision of the appeal board, the Court stated in its ruling: "This is quite as voluntary an act as most choices between one course and another. One must foresee the clear consequential effects of one's choice. This choice amounts to an election by the employee not to meet a condition of the work".

The Court continued: "The refusal to pay a bus fare to get to work on time in the face of a foreseeable discharge; or to get tools, clothing or equipment where they are required as the employee's part of the arrangement; or to secure needed technical preparation to continue the work where it was open to the employee to do any of these things, or not, would be treated as 'voluntary' separations if they had the result of ending the employment."

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 179 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 118 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	$ 69,545.00
Defence Production (February report)	169	6,746,796.00
Defence Production (March report)	173	1,277,785.00
Post Office	13	147,457.98
R.C.M.P.	2	10,800.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch to the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of $3,039.40 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 165 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Dartmouth N S: Fundy Construction Co Ltd, extension to existing school. *Camp Gagetown N B:* O'Dell Construction Co Ltd, construction of office bldg. *Chatham N B:* Diamond Construction Co Ltd, extension to existing school. *Ajax Ont:* Matthews Concrete Ltd, construction of sewage pumphouse, pressure sewer, road & watermain. *Edmonton Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school. *Penhold Alta:* Poole Construction Co Ltd, construction of school extension; Poole Construction Co Ltd, construction of roads & driveways.

Defence Construction (1951) Limited

Barriefield Ont: T A Andre & Sons Ltd, construction of garage & utilities; James Kemp Construction Ltd, construction of officers' quarters. *Camp Borden Ont:* Johnson Bros Co Ltd, construction of firefighter training area. *Hagersville Ont:* The Dufferin Construction Co Ltd, construction of gravel hardstandings. *Ottawa Ont:* F E Cummings Construction Co Ltd, construction of small arms range bldg, Dow's Lake. Petawawa Ont: H J McFarland Construction Co Ltd, *construction of gravel access road & parking area; H J McFarland Construction Co Ltd, construction of various bldgs & outside services; Foster-Wheeler Ltd, supply & installation of steam generating units. *Rockcliffe Ont:* Dibblee Construction Co Ltd, construction of access road from AMC bldg to St Laurent Blvd. *Uplands Ont:* Ross Meagher Ltd, construction of steam plant extension to Central Heating Plant. *Portage la Prairie Man:* Harris Construction Co Ltd, construction of garage & storage bldg. *Calgary Alta:* A R. Bennett, construction of chapels & outside services. *Edmonton Alta:* City of Edmonton, supply & installation of water meter, Griesbach Barracks. *Comox B C:* The Steel Co of Canada Ltd, supply & erection of chain link fence. *Esquimalt B C:* G H Wheaton Ltd, alteration to bldg No 213 for metal finishing shop.

Building & Maintenance

Greenwood N S: Kenney Construction Co Ltd, supply & installation of steel window sash in hangars. *Halifax N S:* Weiss Electrical Contracting Co, rewiring & relighting bldgs, No 12 ROD, Willow Park. *Montreal Que:* Bedard-Girard Ltd, rewiring & relighting armoury. *St Hyacinthe Que:* Franki Compressed Pile Co of Canada Ltd, under-pinning of armoury. *Valcartier Que:* Atkinson Bldgs Ltd, *supply & delivery of prefabricated bldg. *Camp Borden Ont:* Frank's Contracting Co, repainting exterior & interior of permanent married quarters. *Marathon Ont:* John E Dagsvik, construction of armoury. *Shirley Bay & White Lake Ont:* Canadian General Electric Co Ltd, construction of radio towers. *Toronto Ont:* Miller Paving Ltd, regrading & surfacing access road, No 6 Personnel Depot. *Weston Ont:* Decalcomania Industries, installation of decal grid location system in bldgs. *Gimli Man:* Vulcan Iron & Engineering Co Ltd, supply & installation of pneumatic ash conveying system, RCAF Station. *Cold Lake Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of fitments for hangar & workshops. *Namao Alta:* Canadian Comstock Co Ltd, renovation of heating system for warehouses. *Whitehorse Y T:* The Steel Company of Canada Ltd, supply & erection of chain link fence at Refinery Area.

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Torbay Nfld: Canadian Machinery & Industry Construction Ltd, *construction of swimming pool & drill hall. *Halifax N S:* W G Foley & Son Ltd, construction of sand blasting shed, Seaward Defence Base. *Montreal Que:* Laporte Cartage Co, snow removal, ‡25 COD; Tree Surgery Co Ltd, snow removal, bldgs & armouries. *Sherbrooke Que:* Gerald Boissoneault, snow removal, Armouries. *Aylmer Ont:* Mould & Powell Metalcraft Ltd, installation of fan in OR mess, RCAF Station. *Cobourg Ont:* E P Carr, roofing of canopies of warehouses, ‡26 COD. *Rockcliffe Ont:* J R Douglas Ltd, removal of sheet metal work & scraping of gravel from roof of hospital bldg, RCAF Station. *Trenton Ont:* Willard & Bluj, interior redecoration of houses in Middleton Park, RCAF Station. *Uplands Ont:* Dibblee Construction Co Ltd, construction of crushed rock apron stabilized with colas, RCAF Station. *Portage la Prairie Man:* Canadian Steel Corp Ltd, erection of fence, RCAF Station. *Winnipeg Man:* Furnasman Manufacturing Co Ltd, conversion of warm air furnaces to forced draft system, RCAF Station. *Dundurn Sask:* A E Robertson & Co Ltd, *installation of oxychloride cement floor & rubber cove base board, Military Camp. *Cranbrook B C:* A E Jones Co Ltd, raising floors joists & replacing beams, Armouries. *Sea Island B C:* C J Oliver Ltd, installation of wash basins, RCAF Station. *Vedder Crossing B C:* B C Millwork Products Ltd, construction of clothes closets for bldgs, RCSME.

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Charlottetown P E I: Alexius McQuaid, foundation repairs & painting of bldgs, Armouries. *Dartmouth N S:* Maritime Telegraph & Telephone Co Ltd, *repair of communication facilities, RCN Air Station, HMCS "Shearwater". *Halifax N S:* Standard Construction Co Ltd, conversion of bldg No 2, R A Park. *Newport Corner N S:* Ralph & Arthur Parsons Ltd, installation of power supply & repair of communication equipment, Naval Radio Station. *Montreal Que:* Allied Bldg Services Ltd, *cleaning interior of Armoury drill hall. *Camp Borden Ont:* Lloyd G Bristow Plumbing & Heating Ltd, installation of steam blast coils in steam plant, RCAF Station. *Camp Ipperwash Ont:* S M Fenwick & Co, installation of tile floor covering in mess halls. *Cobourg Ont:* Joice-Sweanor Electric, installation of power supply for shop tools in carpenter shop, ‡26 COD. *Lakeview Ont:* Cullen Construction Co, construction of warehouse office. *North Bay Ont:* Baldasaro & Sons, *suction & priming of new wet well & four air release valve chambers at Lake pumphouse, RCAF Station. *Saskatoon Sask:* Waterman-Waterbury, installation of steam blast coils in heating plant at RCAF Station. *Edmonton Alta:* Sunby Electric Ltd, installation of power lines to warehouses, Griesbach Barracks. *Comox B C:* Wm N O'Neil Co, *installation of tile in bldg, RCAF Station. *Vancouver B C:* C C Moore & Co, installation of deareating heater on roof of central heating plant, RCE. *Vedder Crossing B C:* O'Neil Co Ltd, installation of tile in officers' mess kitchen, RCSME. *Vernon B C:* Floormart Ltd, installation of asphalt tile & linoleum floor covering in bldgs, Military Camp.

National Harbours Board

Saint John N B: Standard Dredging Co Ltd, construction of transit sheds, Pugsley wharf extension. *Montreal Harbour Que:* Walter G Hunt Co Ltd, construction of transit shed, Section 28; Mechanical Contractors Ltd, installation of additional condenser, cold storage plant.

Department of Northern Affairs and National Resources

Jasper National Park Alta: George Koebel, supply & installation of exhaust ventilation system for quonset hut, Jasper Townsite; R C Crawley & R P Mohr, repairs to decking & parapet walls, Miette Hot Springs bathhouse.

Department of Public Works

St John's Nfld: Grant Mills Ltd, disposal of pontoon & concrete slab. *Howard's Cove P E I:* J W & J Anderson Ltd, construction of fishing harbour. *Baddeck N S:* Cameron Contracting Ltd, erection of public bldg. *Halifax N S:* Foundation Maritime Ltd, demolition, repairs, etc, Camp Hill Hospital; Salsmen & Sons Ltd, supply & installation of linoleum floor covering, K of C Bldg. *North Sydney*

N S: D J Grant, addition to living quarters, RCMP Kelly's Beach Detachment. *Pictou N S:* Ferguson Industries Ltd, *construction of two steel tugboats; Kenney Construction Co Ltd, erection of public bldg. *Richibucto Cape N B:* J W & J Anderson Ltd, breakwater repairs, *Arvida Que:* Alphonse Gratton Inc, erection of public bldg. *Lauzon Que:* Davie Shipbuilding Ltd, *repairs to dredge "PWD No 130". *Sherbrooke Que:* Stanislas Grondin, erection of UIC bldg. *Victoriaville Que:* F R Bourgeois Ltd, alterations & addition to public bldg. *Amherstburg Ont:* McNamara Construction Co Ltd, harbour improvements (wharf, warehouse & dredging). *Arnprior Ont:* M Sullivan & Son Ltd, general alterations to bldg No 8, Civil Defence College. *Ottawa Ont:* A Lanctot Construction Co, alterations to entrance doors, Connaught Bldg; B Perini & Sons (Canada) Ltd, repairs to brickwork, etc, Bureau of Statistics Bldg, Tunney's Pasture; Modern Building Cleaning Service of Canada Ltd, initial cleaning & regular cleaning of interior of East Bldg, Veterans Memorial Bldgs, Wellington St; F E Cummings Construction Co Ltd, construction of acoustics laboratory, Montreal Road Laboratories. *Sarnia Ont:* Russell Construction Ltd, harbour improvements (dolphins & dredging). *Toronto Ont:* Toronto Dry Dock Co Ltd, *docking & repairs to dredge "PWD No 116" & tug "Hercules"; Evan S Martin Construction Ltd, alterations, etc, 260 Richmond St West. *Windsor Ont:* Roy & Huebert Ltd, interior painting, public bldg. *Saskatoon Sask:* H J Tubby & Son Ltd, alterations to federal bldg. *Fort Saskatchewan Alta:* W C Wells Construction Co Ltd, erection of public bldg. *Crofton B C:* McKenzie Barge & Derrick Co Ltd, *dredging. *Esquimalt B C:* Farmer Construction Ltd, cable tank construction. *New Westminster B C:* Star Shipyards (Mercer's) Ltd, *construction of borings-surveys scow; Great Northern Railway Co, *replacing rail at north end of New Westminster Railway Bridge & renewing road crossing. *Ogden Point B C:* Pacific Piledriving Co Ltd, construction of floating log breakwater. *Snug Cove B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction & improvements. *Vancouver B C:* George D McLean & Associates Ltd, alterations to accommodate post office stores dept, 555 Richards St.

St. Lawrence Seaway Authority

February Report

Iroquois Ont: Pentagon Construction Co Ltd & Iroquois Constructors Ltd, construction of canal & lock.

March Report

Lake St Francis Que: Marine Industries Ltd, *dredging, Lancaster Bar; Canadian Dredge & Dock Co Ltd, *dredging, Fraser Point to Cornwall; McNamara Construction Co Ltd, *dredging, approach to Beauharnois Canal. *Lake St Louis Que:* Marine Industries Ltd, *dredging.

Department of Transport

Collingwood Ont: Canadian Shipbuilding & Engineering Ltd, *construction of scows for Northern transportation. *Dunnville Ont:* S G Powell Boat Builder, *construction of landing barge for Northern transportation. *Sault Ste Marie Ont:* Imperial Welding Co Ltd, *construction of scows for Northern transportation. *Gimli Man:* Terminal Construction Co Ltd, additional airport development. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, additional airport development. *Victoria B C:* Victoria Machinery Depot Co Ltd, *conversion of frigate "St Stephen" to weather ship. *Whitehorse Y T:* Marwell Construction Co Ltd, construction of staff dwellings & alterations to terminal bldg. *Banks Island N W T:* Shoquist Construction Ltd, construction of rawinsonde & operations bldg, power house, etc.

The International Union of Electrical Workers (CIO) last month signed a contract with the International Resistance Company, Philadelphia, which it describes as "the first guaranteed annual wage in the industry" but which the Company says could "more properly be called an unemployment insurance fund". The agreement calls for a 9-cent-an-hour increase that will go into an interest-bearing trust fund from which guaranteed earnings will be paid to workers on layoff.

Wages, Hours and Working Conditions

Working Conditions of Sales Staff in Retail Trade, April 1, 1954

Proportion of non-office employees in retail stores on five-day week increased between 1953 and 1954 as did percentage who could qualify for vacation of three weeks or more; service requirements also eased

An increasing proportion of non-office employees in retail trade in Canada is benefiting by the five-day week (generally involving fewer hours per week), vacations of three or more weeks with shorter service requirements, and more paid statutory holidays. This is borne out by the survey of working conditions undertaken in April 1954 by the Economics and Research Branch of the Department of Labour.

This analysis also deals with the incidence of pensions, sickness and accident benefit plans, profit sharing arrangements, rest periods and other fringe items which the survey covers on a less frequent basis than annually.

While the accompanying tables are confined to the results of the 1954 Survey, detailed information for previous years may be found in the March 1954 issue of the LABOUR GAZETTE, pages 434-438.

In the 1954 survey, returns were received from establishments employing 126,000 non-office employees. This total is comprised primarily of sales staffs, although other groups are also covered. For the most part, this survey is confined to establishments having 15 or more employees. A considerable proportion of establishments in retail trade have fewer than that. As smaller stores are less likely to have such fringe benefits as pension and insurance plans than larger establishments, it is probable that the percentages actually enjoying these benefits in retail trade as a whole are actually somewhat less than shown in the accompanying table.

In Table 1, a breakdown has been made between food stores, department stores and miscellaneous stores including variety shops, hardware, footwear, clothing and furniture outlets.

Standard Work Week

The length of the standard work week reported by a retail store may or may not be the same as the number of hours per week the store is open. Many stores do business on a six-day schedule, for instance, or may be open in the evening, but their employes' hours are so arranged that they enjoy a work week comparable to that of employees of manufacturing plants or other businesses. As of April 1, 1954, about half the non-office employees of retail establishments reporting to the survey were on a five-day schedule compared with 42 per cent a year previously. Food and department stores reported 65 and 61 per cent respectively, while a smaller proportion (20 per cent) of the employees of those selling shoes, apparel, hardware, etc., were reported on this schedule. In each of the divisions of trade the proportion of employees on the five-day week was greater than in 1953.

More than three-quarters of the employees in retail trade as a whole were in establishments where the schedule was 44 hours or less per week and almost half were on a time table of 40 hours or less. In food stores the proportion working 44 hours or less was 40 per cent, compared with 18 per cent a year previously, but no appreciable change was reported for those on a standard week of 40 hours or less. The figures for department stores were not substantially different from 1953, almost nine-tenths of the employees being in stores where they normally work 40 hours or less. There was a marked change in the percentages in the miscellaneous group between 1953 and 1954. Employees of those with schedules of forty hours or less comprised 23 per cent in 1954 compared with 16 per cent a year earlier; those working 44 hours or less, 75 per cent as against 23 per cent in 1953.

Table 2 gives, for the principal Canadian cities, details on the standard work week in April 1954. In Montreal and Toronto, as well as in most of the other cities, higher proportions than in 1953 were reported on the five-day week and in general the tendency was towards a shortening of the schedule of hours.

TABLE 1.—WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE BY SUB-DIVISIONS, APRIL 1, 1954

	Percentage of Non-Office Employees			
	(1) Total Retail Trade	Food	Department Stores	Hardware, Footwear, Apparel, Furniture, etc. (2)
Total Coverage	126,117	31,521	54,261	38,610
Standard Weekly Hours				
37½ and less	3·5	.....	5·1	4·2
Over 37½ and Under 40	13·7	.....	29·6	3·3
40	31·6	17·5	51·9	15·7
Over 40 and Under 44	11·9	6·1	9·3	20·9
44	15·0	16·5	1·5	30·4
Over 44 and Under 48	15·3	44·3	2·4	10·3
48	5·5	10·1	·1	9·0
Over 48	3·5	5·5	·1	6·2
On a 5-day Week (3)	49·0	65·5	61·1	20·2
Vacations With Pay				
Employees in establishments reporting One Week With Pay				
After: 1 Year or Less	88·7	87·7	91·6	87·6
Service Not Specified	·9	2·0	*	1·2
Two Weeks With Pay	97·7	98·5	99·9	94·1
After: 1 Year or Less	69·5	57·7	74·9	71·0
2 Years	19·5	26·1	23·0	10·0
3 Years	3·3	7·2	·2	4·5
5 Years	4·3	6·1	1·7	6·4
Other Periods	1·1	1·4	·1	2·2
Three Weeks With Pay	62·0	59·3	72·0	49·6
After: 5 Years	9·4	.....	.....	30·8
15 Years	38·1	35·5	61·0	8·9
20 Years	6·3	18·4	2·5	·9
25 Years	4·8	2·2	3·1	8·3
Other Periods	3·4	3·2	5·4	·7
Four Weeks With Pay	37·8	4·4	76·2	12·7
After: 25 Years	36·2	4·4	72·6	12·6
Other Periods	1·6	.....	3·6	·1
Paid Statutory Holidays				
None	1·4	1·0	.....	3·5
Less than 7	6·8	17·1	1·2	6·2
7	8·4	2·9	6·1	16·3
8	23·1	31·2	12·1	29·7
9	39·8	35·1	55·4	23·3
10	9·5	3·2	17·4	4·0
More than 10	9·0	8·9	6·8	12·4
No information	2·0	·6	1·0	4·6
Pension and Insurance Plans				
Pension Plan	77·6	70·6	90·0	66·6
Group Life Insurance	60·7	93·2	41·6	60·0
Hospitalization	81·7	92·6	84·6	69·4
Surgical Benefits	71·2	84·4	73·4	57·6
Physicians services in hospital	62·1	62·2	67·5	55·8
Physicians home and office calls	24·6	32·1	24·2	18·9
Cash compensation for wage loss due to illness	25·3	56·1	9·3	22·0
Rest Periods				
Employees in establishments reporting a rest period	88·9	87·6	95·0	81·6
Employees in establishments reporting: One rest period	12·4	2·0	19·5	10·4
Two rest periods	75·8	84·5	75·2	70·1
Other	·1	·5	.....	·1
No information	·6	·6	·3	1·0
Employees in establishments reporting a guaranteed Wage	2·3	5·5	·6	2·1
Guarantee Covering				
1 Week	1·3	3·3	*	1·3
1 Month	·1	.....	*	·3
Other Periods	·8	2·0	·6	·4
No information	·1	·2	.....	·1
Bonus or Profit Sharing				
Employees in establishments reporting a Christmas or Year-end bonus	41·9	61·8	9·3	71·8
Employees in establishments reporting Profit Sharing	16·2	3·1	27·4	11·1

TABLE 1.—WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE BY SUB-DIVISIONS, APRIL 1, 1954—Concluded

—	Percentage of Non-Office Employees			
	(1) Total Retail Trade	Food	Department Stores	Hardware, Footwear, Apparel, Furniture, etc. (2)
Special Benefits				
Employees in establishments reporting Discounts on goods and/or services	68·3	16·4	99·2	66·9
Stock purchase plan	6·4	7·0	6·4	6·2
Cafeteria	36·1	14·3	72·5	3·5
Industrial Medical (Occupational Health) Services				
Employees in establishments reporting:				
Pre-placement Medical examination	18·1	15·2	31·8	1·9
Periodic Medical examination	9·8	12·7	13·8	2·0
Emergency Care for Occupational Accident or Illness	39·7	19·3	78·6	3·3
Home visits by nurse	29·4	13·5	58·3	3·1

(1) Includes other small divisions of retail trade not shown separately. (e.g. Motor vehicle sales outlets, drug stores, etc.) (2) Including variety stores. (3) Includes a small number of employees of stores reporting 5 and 5½ days.

* Less than ·1 per cent.

TABLE 2.—STANDARD WEEKLY HOURS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE, BY CITIES, APRIL 1, 1954

City	Number of Employees	Percentage of Employees on a Normal Work Week of:								Percentage of Employees on a 5-day week
		37½ hours or less	Over 37½ and under 40 hours	40 hours	Over 40 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 hours	
Halifax	2,750	·6	8·0	43·5	19·3	3·3	4·3	10·6	10·4	44·1
Saint John	1,102	.....	.....	16·3	21·5	8·8	32·9	6·7	13 ·8	7·2
Quebec	2,166	*	.....	7·7	.....	10·3	46·6	11·9	23·5	2·4
Montreal	20,642	5·5	·1	38·4	4·7	9·0	21·6	13·4	7·3	52·0
Ottawa	4,927	6·3	.....	44·2	22·6	6·0	17·2	2·2	1·5	58·0
Toronto	31,627	2·5	27·1	38·9	2·3	11·8	13·1	3·0	1·3	83·7
Hamilton	3,575	1·3	5·9	27·8	19·0	19·0	20·5	5·8	·7	43·3
Sudbury	716	.....	.....	7·3	39·9	8·9	42·9	1·0	.....	23·5
London	2,198	·1	6·0	37·5	17·6	12·2	22·8	3·8	.....	56·9
Windsor	1,677	.....	7·4	20·6	10·2	23·3	35·1	2·3	1·1	49·3
Fort William-Port Arthur	846	.....	2·7	31·9	36·9	13·0	.....	15·5	.....	3·4
Winnipeg	9,740	·5	57·4	12·0	11·3	16·0	1·1	1·6	·1	10·6
Regina	2,405	.....	11·7	46·6	17·2	24·5	.....	.....	.....	48·0
Saskatoon	1,092	.....	28·8	12·1	16·8	42·3	.....	.....	.....	11·2
Edmonton	3,742	.....	30·1	31·3	1·8	36·8	.....	.....	.....	18·3
Calgary	2,851	.....	4·3	30·4	30·2	34·7	·4	.....	.....	14·6
Vancouver	8,610	22·4	.....	50·5	11·1	16·0	.....	.....	.....	75·5
Victoria	1,531	.....	5·3	59·0	14·7	21·0	.....	.....	.....	11·8

* Less than ·1 per cent.

Vacations with Pay

With at least one week's vacation with pay mandatory by legislation in most provinces, the emphasis in the survey results moves to vacations of longer periods. It is significant that almost 98 per cent of the non-office employees of retail trade as a whole were in stores reporting two weeks, about 62 per cent in those reporting three weeks and 38 per cent where four week vacations could be earned. A high percentage of employees in stores giving two-week vacations was reported in each of the three divisions of trade as shown. Service requirements for two weeks did not exceed one year for the large majority of

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employees of each, and in food and department stores a substantial number had a two-year waiting period for two weeks' leave.

Three weeks' vacation was reported by stores accounting for half the employees or more in each of the divisions. As to the qualifying period for three weeks, 15 years was predominant for the whole industry and in food and department stores; but for 31 per cent of the employees in the miscellaneous group the stipulation was only five years. Four-week vacations were reported by units with 76 per cent of the employees of department stores, 13 per cent of the employees of the miscellaneous group and 4 per cent of those in food. By far, the predominant service requirement was 25 years.

On the whole, the most significant change is in the three-week vacations. The proportions of employees who could qualify for this length of vacation in all three divisions of trade was greater than in 1953, and a substantial reduction in the qualifying period is also noted in the most recent figures.

Statutory Holidays

More than four-fifths of the employees of retail establishments received payment for eight or more statutory holidays. The percentage distribution of employees among the three divisions according to the number of paid statutory holidays was not much changed from 1953, although some upward movement was noted in the proportions employed by stores giving ten or more such days, particularly in department stores. In each of the three divisions of trade the vast majority of employees enjoyed between eight and nine holidays with pay.

Pension and Insurance Plans

For retail trade as a whole more than three-quarters of the non-office employees were in establishments where a pension plan was in effect. This compares with 69 per cent in 1953. Among the sub-divisions, the proportion varied from two-thirds in miscellaneous trade to 90 per cent in department stores. Group life insurance was available in stores whose employees comprised 61 per cent of the total. For this fringe benefit food retailing establishments reported the highest proportion—93 per cent—followed by miscellaneous trade and department stores, with 60 and 42 per cent respectively.

In regard to sickness and accident benefit plans, hospitalization was available to employees of stores comprising more than four-fifths of the trade employees reported to the survey, and surgical benefits in those employing more than 71 per cent of the total. Proportions of employees in units having one or both these provisions were highest in food retailing stores, followed by department stores and miscellaneous merchandising in that order.

About one-quarter of the non-office employees were in establishments where home and office calls by a physician were stipulated under their health plans; plans providing this type of service were available in stores employing 32 per cent of the employees in food, 24 per cent in department stores and 18 per cent in other branches of the trade.

Plans providing cash compensation for loss of wages due to absences for illness or accident were available to 25 per cent of the non-office employees in retail trade. Some 56 per cent of the employees of food stores enjoyed this type of benefit, while it applied in department stores employing only 9 per cent of the total. In miscellaneous trade the proportion was 22 per cent.

Industrial medical services which provide facilities for safeguarding employees' health by medical examination and follow-up were fairly common in retail trade. This type of health service was more common in food and department stores, which in many cases employ large numbers. Details by type of service provided are shown in Table 1.

Rest Periods

Rest periods were the practice in stores employing all but a few of the total number reported in the survey. The predominant practice was two periods per day; ten or fifteen minutes was the usual length of each period. Little variations in practice was noted among the three principal divisions of retail trade.

Garanteed Employment or Wages

The survey question "Do you have a plan designed to protect your non-office employees against loss of income by a formal guarantee of employment or wages for a specified period?" brought affirmative replies from stores employing a small proportion of workers. The largest group of employees was in establishments reporting one week's guarantee, and food store employees were covered to a larger extent than those of the other divisions.

Bonus or Profit-Sharing Plans

The practice of giving employees a year-end or Christmas bonus was reported by stores employing 72 per cent of the workers in the hardware, footwear, apparel and

furniture division, and 62 per cent of the employees in food stores; in department stores the practice was less common.

Profit-sharing plans were reported by retail stores employing about one-sixth of the workers, and in department stores the proportion was more than one-quarter.

Special Benefits

Virtually all employees of department stores and two-thirds of the employees of stores in the miscellaneous group were reported as benefiting by discounts on goods sold by their employing firms. A small proportion of employees came under stock purchase plans—slightly over 6 per cent. As regards cafeterias, 36 per cent of the employees in retail trade were in stores where they were available; in department stores the proportion was 73 per cent.

Strikes and Lockouts

Canada, March 1955*

Little time was lost in industrial disputes during March; the loss was the lowest recorded since April 1951. Stoppages causing the most time loss involved: shipyard electricians at North Vancouver, B.C., knitted goods factory workers at St. Hyacinthe, Que., and auto parts foundry workers at Sarnia, Ont.

The question of increased wages and related issues was a factor in five of the eleven stoppages during March. Of the other disputes, two arose over union questions, two over causes affecting working conditions, one over decreased wages and one was a sympathy stoppage.

Preliminary figures for March 1955 show a total of 11 strikes and lockouts in existence, involving 1,956 workers, with a time loss of 13,971 man-days, compared with 11 strikes and lockouts in February 1955, with 2,587 workers involved and a loss of 20,055 days. In March 1954 there were 18 strikes and lockouts, 1,799 workers involved and a loss of 14,625 days.

For the first three months of 1955 preliminary figures show a total of 27 strikes and lockouts, involving 12,974 workers, with a time loss of 252,171 man-days. In the same period in 1954 there were 46 strikes and lockouts, 12,607 workers involved and a loss of 223,949 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March 1955, February 1955 and March 1954 was 0·02 per cent of the estimated working time; in the first three months of 1955, 0·10 per cent; and in the first three months of 1954, 0·09 per cent.

Of the 11 stoppages in existence during March, one was settled in favour of the employer, one was a compromise settlement and three were indefinite in result, work being resumed pending final settlement. At the end of the month six disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954. As no reports to the contrary have been received the disputes involving waitresses at Timmins, Ont., which began on May 23, 1952, and garage workers at Saint John, N.B., which began on February 9, 1953, are considered to have lapsed.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in January 1955 was 191 and eight were still in progress from the previous month, making a total of 199

See Tables G-1 and G-2 at back of book.

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during the month. In all stoppages of work in progress 43,800 workers were involved and a time loss of 91,000 days caused.

Of the 191 disputes leading to stoppages of work that began in January, eight, directly involving 1,600 workers, arose over demands for advances in wages, and 65, directly involving 12,300 workers, over other wage questions; one, directly involving 100 workers, over questions as to working hours; 29, directly involving 8,200 workers, over questions respecting the employment of particular classes or persons; 85, directly involving 7,900 workers, over other questions respecting working arrangements; two, directly involving 200 workers, over questions of trade union principle; and one, directly involving 700 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for February 1955 show 250 work stoppages resulting from labour-management disputes beginning in the month; 90,000 workers were involved. The time loss for all work stoppages in progress during the month was 570,000 man-days. Corresponding figures for January 1955 were 225 stoppages involving 50,000 workers and a loss of 400,000 days.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1955

Rising for the first time in eight months, the consumer price index moved from 116·0 to 116·1 between March 1 and April 1. Small increases in foods and shelter outweighed fractional decreases in other groups.

Clothing, household operation, and other commodities and services indexes each declined 0·1 per cent, while the shelter component increased by the same amount and foods advanced 0·3 per cent.

The food index moved from 110·7 to 111·0 as higher prices for flour, tea, eggs, fresh fruits, potatoes and chicken proved more important than lower prices for coffee, margarine, most fresh vegetables and pork items.

Prices of most items of clothing were unchanged. A decrease in men's suits largely accounted for the change in the clothing index from 108·0 to 107·9.

The household operation index moved from 117·0 to 116·9 under the influence of lower prices for electrical appliances and household supplies.

The change in the index of other commodities and services from 118·3 to 118·2 resulted from declines in streetcar and bus fares, bicycles, and eyeglasses, which declines were partially offset by slight increases in gasoline and doctors' and dentists' fees.

Both the rent and home-ownership components of the shelter index increased 0·1 per cent to advance the shelter index from 128·6 to 128·7.

The index one year earlier (April 1, 1954) was 115·6. Group indexes on that date were: food 110·4, shelter 125·6, clothing 109·9, household operation 118·1 and other commodities and services 117.2.

City Consumer Price Indexes, March 1955

Eight of the ten regional city consumer price indexes declined between February 1 and March 1 while one remained unchanged and one advanced. Lower foods were mainly responsible as nine indexes declined and one, St. John's, advanced fractionally.

Item decreases were noted at most centres for coffee, most cuts of beef, bacon and ham. These outweighed advances in tea, eggs and most fresh vegetables.

Among other group indexes, clothing and household operation series were generally unchanged to lower. Other commodities and services indexes were mixed, being lower in six cities, unchanged in one and higher in three. Automobiles and batteries were lower at all centres, but in some cities these were more than outweighed by firmer quotations for other automobile operating cost series coupled with advances in local transportation and newspaper rates. Shelter indexes were unchanged in five centres but advanced moderately in the other five.

Regional consumer price index point change between February 1 and March 1 were as follows: Toronto —0·5 to 118·2; Montreal —0·4 to 116·7; Vancouver —0·4 to 117·9; Edmonton-Calgary —0·3 to 114·2; Ottawa —0·2 to 116·8; Winnipeg —0·2 to 115·2; Halifax —0·1 to 114·5;

*See Tables F-1 and F-2 at back of book.

Saskatoon-Regina —0·1 to 113·7 and St. John's, Nfld. +0·2 to 102·9.* Saint John remained unchanged at 117·6.

Wholesale Prices, March 1955

With increases in four of the eight major groups offsetting decreases in the other four, the general wholesale price index registered no change between February and March, remaining at 217·4 (1935-39=100).

The largest group change in the month was recorded by non-ferrous metals, which moved up 1·4 per cent from 176·6 to 179·0. Fibres, textiles and textile products advanced 0·6 per cent to 227.4. A gain of 0·6 per cent in iron and its products to 217·4 reflected increases in wire nails and galvanized barbed wire. In wood, wood products and paper small increases in export prices for newsprint, wood pulp and cedar shingles more than offset a decline in fir lumber, advancing the index 0·2 per cent to 292.5.

A drop of 1·2 per cent to 174·5 in the non-metallic group mainly reflected user conversion from manufactured to natural gas in Toronto, coupled with a seasonal decline in crushed stone. Vegetable products moved down 0·7 per cent to 196·8. Animal products stood at 226·1 in March, 0·3 per cent below the February figure. Chemical products receded 0·1 per cent to 176·9.

Farm product prices at terminal markets moved down 1·5 per cent to 203·7 from 206·7. The animal products group moved 1·8 per cent lower to 241·3 and field products registered a drop of 0·9 per cent to 166·1.

Residential building material prices in March were up 0·1 per cent over February, the index, on the 1935-39 base, increasing to 279·5. Advances were recorded for plumbing and heating equipment, wire nails, copper wire, shellac and cement. In the lumber group declines in millwork items outweighed an increase in spruce lath. Non-residential building material prices averaged 0·3 per cent higher in March than in February, the index advancing to 121·7 (1949=100).

*On base June 1951=100.

U.S. Consumer Price Index, March 1955

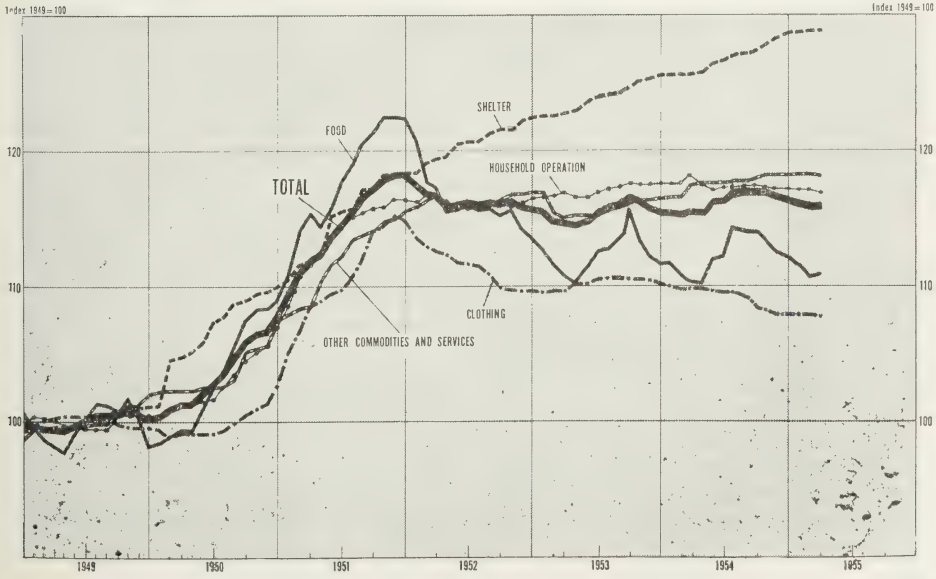
The United States consumer price index in March remained unchanged at 114·3 for the fourth consecutive month, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. The index is on the base 1947-49=100.

In the 14 years that the Bureau has been publishing monthly indexes, this is the first time that the index has remained constant for so long a period.

U.K. Index of Retail Prices, January 1955

The index of retail prices compiled by the United Kingdom Ministry of Labour increased in January, continuing a rise that began in September 1954. At mid-January it stood at 110·2, up from mid-December's 109·8 (Jan. 1952=100). In mid-January 1954 it was 105·8.

CONSUMER PRICE INDEX FROM JANUARY 1949



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Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 81.

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1. **Great Britain. Ministry of Works.** *Apprentice Builders; the Ministry of Works explains the Apprentice Master Scheme recommended by the Building Apprenticeship and Training Council.* London, 1946. Pp. 18.

2. **Los Angeles City School District.** *Operational Manual on Apprenticeship.* Prepared by Members of the Staff of the Adult and Vocational Education Division of the Los Angeles City Schools. Los Angeles, Office of Superintendent, Los Angeles City Schools, 1948. Pp. 48.

3. **Oregon. State Apprenticeship Council.** *Oregon's Law and Plan of Apprenticeship.* Portland, 1951. Pp. 16.

Architecture

4. **Central Mortgage and Housing Corporation.** *Small House Designs, Bungalows and Split-Level Houses.* Ottawa, 1954. Pp. 87.

5. **Central Mortgage and Housing Corporation.** *Small House Designs, Two Storey and 1-1/2-Storey Houses.* Ottawa, 1954. Pp. 62.

Blue-Prints

6. **Connecticut. Curriculum Committee for Blueprint Reading for the Building Trades.** *Building Trades Blueprint Reading and Sketching, Basic Course.* Albany, Delmar Publishers, 1952. Pp. 193.

7. **Connecticut. Curriculum Committee on Blueprint Reading for the Electrical Trades.** *Blueprint Reading and Sketching, Basic Course.* Albany, Delmar Publishers, c1954. Pp. 137.

8. **U.S. Office of Education. Vocational Division.** *Blueprint Reading for Brickmasons; Instructional Material Planned for Use in Related Technical Classes for Apprentice and Journeyman Brickmasons.* Revised January, 1949 by Structural Clay Products Institute. Washington, Structural Clay Products Institute, 1949. Pp. 31.

Bricklaying

9. **McGarvey, George Albert.** *Bricklaying; an Analysis of the Trade of Bricklaying together with Suggestive Courses of Training for Apprentices and Journeymen Workers.* Washington, G.P.O., 1941. Pp. 238.

10. **Tirell, Louis.** *Brick Masonry, Trade Science and Projects.* 7th ed. Washington, Mason Promotion Dept., Structural Clay Products Institute, 1950. Pp. 199.

Building

11. **Canada. Department of Labour.** *Blueprint for a Skilled Job in the Construction Industry.* Ottawa, King's Printer, 1946. Pp. 9.

12. **Great Britain. Ministry of Works.** *Building in Britain Today.* Prepared by the Ministry of Works and the Central Office of Information. London, H.M.S.O., 1949. Pp. 24.

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13. **McKague, William Allison.** *Business Finance. 3d ed.* Toronto, Life Underwriters Association of Canada, 1944. Pp. 123.

14. **Neuner, John Joseph William.** *Cost Accounting Principles and Practice.* Madison, Wis., Pub. for the U.S. Armed Forces, by R. D. Irwin, Inc., 1944. 2 Volumes.

Civil Service

15. **U.S. General Services Administration.** *Annual Report of the Administrator of General Services for the Year ending June 30, 1954.* Washington, G.P.O., 1955. Pp. 118.

16. **Wengert, Egbert Semmann.** *Prescription for the Public Service,* by E. S. Wengert, G. Lyle Belsley and Charles H.

Bland. Chicago, Civil Service Assembly of the United States and Canada, 1954. Pp. 20.

Education

17. **Canadian Education Association.** *Advance Report on the Status of Provincial Government Correspondence Education in Canada.* Prepared for the Canadian Education Association convention, to be held at Fredericton, N.B., Sept. 13-15, 1949. Regina, 1949. Pp. 50.

18. **Canadian Research Committee on Practical Education.** *Your Child leaves School; a Study of 12124 Graduates and 14219 Drop-Outs from Canadian Schools during 1948.* Toronto, 1950. Pp. 127.

19. **National Committee for School Health Research.** *Absenteeism in Canadian Schools.* Toronto, 1948. Pp. 156.

20. **New Brunswick. Royal Commission on the Financing of Schools.** *Report.* Fredericton, Published by Authority of C. D. Taylor, Minister of Education, 1955. Pp. 129.

21. **Toronto. Board of Education.** *Centennial Story; the Board of Education for the City of Toronto, 1850-1950.* Prepared by the Staff of the Board, under the Direction of E. A. Hardy. Honora M. Cochrane, ed. Toronto, Nelson, c1950. Pp. 306.

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22. **New York (City). Board of Education.** *Automobile Mechanics for Vocational High Schools, a Syllabus.* New York, 1949. Pp. 187.

23. **Smith, Homer John.** *Industrial Education; Administration and Supervision.* New York, The Century Co. c1927. Pp. 334.

24. **South Africa. Commission on Technical and Vocational Education.** *Report.* Pretoria, Government Printer, 1948. Pp. 310.

25. **U.S. Office of Vocational Rehabilitation.** *Instructional Guide for Use in Vocational Schools providing Training for Blind Persons,* by J. Hiram Chappell. Washington, G.P.O., 1950. Pp. 45.

Employees—Training

26. **Great Britain. Ministry of Labour and National Service.** *Carpenter and Joiner's Training Course Curriculum of Training.* London, 1945. Pp. 204.

27. **Great Britain. Ministry of Labour and National Service.** *Plumber's Training Course Curriculum of Training.* London, 1945. Pp. 312.

28. **Proctor, James O.** *Techniques, Notes, Tips for Teachers, Foremen, Supervisors and Directors.* Text and illus. by James O. Proctor and G. Edward Griefzu. Albany, Delmar Publishers, 1949. Pp. 87.

29. **U.S. Training within Industry Service.** *Training within Industry Materials. Bulletins issued by Training within Industry and Outlines of the Training within Industry for War Plants and Essential Services.* Washington, 1945. 1 Volume. Contents.—Sec. 1. Training within industry bulletins.—Sec. 2. Job instruction sessions outline and reference material.—Sec. 3. Job methods sessions outline and reference material.—Sec. 4. Job relations sessions outline and reference material.—Sec. 5. Union job relations sessions outline and reference material.—Sec. 6. Program development institute.

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30. **Scott, Jerome Fentress.** *Three Studies in Management,* by Jerome F. Scott and R. P. Lynton. London, Routledge & Paul, 1952. Pp. 220.

31. **Wiren, Alexis R.** *You are the Boss.* New London. Conn., National Foremen's Institute, Inc., c1952. Pp. 23.

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32. *Proceedings of New York University Seventh Annual Conference on Labor ... conducted jointly by the Law School, the Graduate School of Public Administration and Social Service, the Graduate School of Arts and Science, and the Division of General Education of New York University, held in New York City, May 5, 6, and 7, 1954...* Emanuel Stein, editor. Albany, Matthew Bender and Co., 1954. Pp. 675. "These articles form the basis for the several lectures delivered during the seventh annual conference on labor ... held in New York City, May 5, 6, 7, 1954."

33. **Reynolds, Lloyd George.** *Labor Economics and Labor Relations.* 2d ed. New York, Prentice-Hall, 1954. Pp. 722.

Labouring Classes

34. **Cahn, William.** *Mill Town, a Dramatic Pictorial Narrative of the Century—Old Fight to unionize an Industrial Town, First against Violence and Frameups, then against Company Unions, and Now against Runaway Shops.* New York, Cameron & Kahn, c1954. Pp. 286. This is the story of the unionization of the Textile mills in Lawrence, Mass.

35. **Harris, E. M.** *Married Women in Industry.* London, Institute of Personnel Management, 1954. Pp. 30.

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36. **Malleson, Miles.** *Six Men of Dorset, a Play in Three Acts,* by Miles Malleson and H. Brooks.: 3d ed. London, Victor Gellancz, 1952. Pp. 110. This play is about the Tolpuddle martyrs, also known as Dorchester Labourers, who were transported to Australia in 1834 because they belonged to a union.

37. **Manitoba Farmers' Union.** *Fourth Annual Convention, Winnipeg, December 6, 7, 8, 1954. Programme.* Winnipeg, 1954. Pp. 60.

Machine-Shops

38. **Ashcroft, Cyril Cropton.** *General Shop Work; a Manual for Pupils engaged in Shop Work in Grades IX and X,* prepared by G. C. Ashcroft and J. A. G. Easton, Toronto, Macmillan. 1940. Pp. 239.

39. **School Shop.** *Modern School Shop Planning; containing Plans, Specifications, Pointers, and Examples of New School Shops gathered from Authoritative Sources throughout the United States.* Ann Arbor, Prakken Publications, 1953. Pp. 113.

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40. **Castle, Frank.** *Workshop Mathematic. Part 1.* London, Macmillan, 1952. Pp. 169.

41. **General Electric Company.** *Why study Math?* Schenectady, 1953. Pp. 8.

42. **Olivo, C. Thomas.** *Basic Mathematics simplified.* Albany, Delmar Publishers, 1953. Pp. 421.

Occupations—Engineers

43. **Ontario. Operating Engineers Board.** *A Beginner's Book on Power Plant Operation.* Toronto, Queen's Printer, 1954. Pp. 122.

44. **Ontario. Operating Engineers Board.** *Boilers.* Toronto, Queen's Printer, 1952. Pp. 138.

45. **Ontario. Operating Engineers Board.** *Combustion.* Toronto, Queen's Printer, 1953. Pp. 80.

46. **Ontario. Operating Engineers Board.** *Engines, Turbines, Condensers, Pumps.* Toronto, Queen's Printer, 1954. Pp. 180.

47. **Ontario. Operating Engineers Board.** *Refrigeration and Air Compression.* Toronto, Queen's Printer 1953. Pp. 84.

48. **Ontario. Operating Engineers Board.** *Steam Plant Accessories.* Toronto, 1953. Pp. 68.

Vocational Guidance

49. **Erickson, Clifford Eric.** *Guidance Practices at Work,* by Clifford E. Erickson ... and Marion Crosley Happ ... 1st ed. New York, McGraw-Hill, 1946. Pp. 325.

50. **Smith, Charles M.** *A Guide to Guidance,* by Charles M. Smith and Mary M. Roos. New York, Prentice-Hall, 1941. Pp. 440.

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51. **Allen, Alfred T.** *Teacher Improvement Program.* Prepared by the Portland Public Schools, Division of Vocational Education, in cooperation with the State Board for Vocational Education... Portland, Ore., 1943. Pp. 150.

52. **Australia in Facts and Figures.** No. 42. Sydney, Government Printer, 1954. Pp. 64.

53. **Chute, G. M.** *Fundamentals of Industrial Electronics.* Toronto, Canadian General Electric Company, 1944. Pp. 40.

54. **King, Edward R.** *Ship Handling,* by E. R. King and J. V. Noel, Jr. New York, Van Nostrand, 1954. Pp. 219.

55. **New York (City) Board of Education. Bureau of Libraries.** *Guide for Librarians in the Elementary and Junior High Schools and Course of Study and Syllabus in the Use of Library Books,* as adopted by the Board of Superintendents, March 14, 1950, and by Board of Education, May 9, 1950. Rev. ed. New York, 1950. Pp. 75.

The resolution by the Trades and Labour Congress of Canada at its 1950 convention expressing its wish that the Government support adoption of the World Calendar is singled out as a lead for other organizations to follow in a recent monograph issued by The World Calendar Association, International, Geneva. The monograph was written by J. W. Nixon, formerly Chief Statistician, International Labour Office.

"If this initiative were followed by other leading nations and by labour organizations affected by the proposal, the movement to bring about (calendar reform) would receive a powerful stimulus," Mr. Nixon writes.

The TLC's resolution placed on record its "desire that the Government of Canada should support all proper moves made to bring about a more orderly, balanced, fixed calendar" and expressed the TLC's preference for "the 12-month equal-quarters plan embodied in The World Calendar".

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 19, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,391	91	393	1,559	1,985	927	436
Agricultural	740	*	38	162	222	282	34
Non-Agricultural	4,651	89	355	1,397	1,763	645	402
Males	4,187	73	316	1,200	1,499	756	343
Agricultural	720	*	37	158	216	275	32
Non-Agricultural	3,467	71	279	1,042	1,283	481	311
Females	1,204	18	77	359	486	171	93
Agricultural	20	*	*	*	*	*	*
Non-Agricultural	1,184	18	76	355	480	164	91
All Ages	5,391	91	393	1,559	1,985	927	436
14—19 years	485	11	37	175	159	75	28
20—24 years	714	16	49	235	243	124	47
25—44 years	2,527	42	182	730	929	433	211
45—64 years	1,456	19	107	376	564	259	131
65 years and over	209	*	18	43	90	36	19
Persons with Jobs							
All status groups	5,012	84	354	1,407	1,886	871	410
Males	3,850	66	281	1,066	1,412	705	320
Females	1,162	18	73	341	474	166	90
Agricultural	730	*	37	161	219	277	34
Non-Agricultural	4,282	82	317	1,246	1,667	594	376
Paid Workers	3,846	71	267	1,102	1,535	528	343
Males	2,786	54	203	793	1,096	380	260
Females	1,060	17	64	309	439	148	83
Persons Without Jobs and Seeking Work							
Both Sexes	379	*	39	152	99	56	26
Persons not in the Labour Force							
Both Sexes	5,060	158	467	1,388	1,631	952	464
Males	1,019	56	104	251	290	211	107
Females	4,041	102	363	1,137	1,341	741	357

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week Ended February 19, 1955		Week Ended January 22, 1955		Week Ended February 20, 1954	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work	404	375	382	364	328	306
Without Jobs	379	357	363	346	315	295
Under 1 month	69	.....	100	.....	72	.....
1— 3 months	193	.....	176	.....	167	.....
4— 6 months	77	.....	50	.....	59	.....
7—12 months	26	.....	23	.....	13	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	25	18	19	18	13	11
1—14 hours	*	*	*	*	*	*
15—34 hours	17	14	11	11	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS

As the Department of Citizenship and Immigration no longer issues on a monthly basis the statistics presented in this table, it will now be published here only every third month.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1954—Average	74	323	68	257	235	35	992
January, 1954	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010
August	83	323	76	261	235	36	1,014
September	84	326	78	263	244	35	1,030
October	86	323	82	265	244	36	1,036
November	83	321	77	265	246	36	1,028
December, 1954	79	325	71	264	250	36	1,025
January, 1955	73	318	60	253	246	34	984

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,389,746.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries $	Index Numbers			Average Weekly Wages and Salaries $
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56·56	108·0	143·7	132·5	58·24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·7	139·9	60.12	103·6	148·1	142·1	62.50

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels and restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average, Weekly Wages and Salaries, in Dollars		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
(a) Provinces						
Newfoundland	113·4	123·5	113·4	52.56	49.81	54.90
Prince Edward Island	96·7	103·2	96·0	46.27	43.67	44.80
Nova Scotia	91·6	96·8	95·4	50.27	48.28	49.45
New Brunswick	96·5	102·9	97·6	52.21	50.37	50.15
Quebec	105·8	109·7	105·7	57.74	56.18	56.26
Ontario	107·4	109·2	110·8	62.59	61.20	60.75
Manitoba	100·8	103·5	100·9	57.22	56.23	56.05
Saskatchewan	108·6	115·8	109·5	57.30	56.43	54.96
Alberta	125·5	128·5	118·3	61.86	59.09	59.93
British Columbia	99·8	103·9	97·5	64.72	62.60	62.60
Canada	**105·8**	**109·1**	**107·0**	**60.12**	**58.49**	**58.47**
(b) Metropolitan Areas						
St. John's	106·8	114·0	106·7	44.49	41.95	42.64
Sydney	89·8	92·1	96·7	60.06	60.12	57.85
Halifax	110·6	114·3	116·7	48.68	47.09	47.85
Saint John	104·8	107·6	108·4	49.39	47.54	47.30
Quebec	102·1	104·9	104·6	49.47	48.81	47.67
Sherbrooke	100·0	102·6	98·9	49.81	48.10	47.61
Three Rivers	93·2	95·2	95·8	56.59	56.08	55.34
Drummondville	74·2	73·0	70·9	54.04	50.69	52.21
Montreal	107·1	109·9	109·7	58.39	56.59	56.98
Ottawa—Hull	109·5	111·1	105·2	55.69	54.44	53.70
Peterborough	91·4	94·1	100·6	63.56	60.78	61.95
Oshawa	149·3	146·8	160·6	72.79	71.77	68.08
Niagara Falls	114·3	114·9	154·1	69.00	66.85	70.94
St. Catharines	112·4	111·1	111·8	70.88	68.26	66.93
Toronto	118·2	120·7	119·0	63.60	62.00	61.17
Hamilton	99·2	100·2	106·1	63.79	62.83	62.46
Brantford	82·3	81·1	80·6	59.68	58.36	57.72
Galt	92·4	95·5	99·3	54.81	53.13	53.71
Kitchener	100·2	101·7	105·2	58.17	55.80	55.76
Sudbury	129·4	132·1	133·7	74.32	72.53	73.38
London	106·2	107·2	111·4	57.99	55.88	54.92
Sarnia	110·7	111·5	116·4	73.11	72.83	71.83
Windsor	81·2	79·6	106·8	70.26	69.15	68.29
Sault Ste. Marie	96·2	93·7	111·1	68.26	66.91	68.49
Ft. William—Pt. Arthur	96·4	105·3	107·8	60.99	59.68	59.62
Winnipeg	101·1	103·4	100·1	54.79	53.65	53.25
Regina	110·6	116·0	112·4	54.82	54.26	51.94
Saskatoon	111·4	116·5	113·1	54.16	53.91	51.42
Edmonton	141·3	149·0	131·3	58.70	55.13	55.98
Calgary	131·1	135·5	122·3	59.27	57.48	56.61
Vancouver	100·0	103·4	98·0	62.30	60.85	59.50
Victoria	108·5	113·7	104·8	59.74	56.27	55.86

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
Mining	**110·0**	**110·8**	**105·9**	**73.35**	**70.33**	**70.91**
Metal mining	111·8	112·7	104·2	76.17	72.61	74.50
Gold	81·1	81·6	76·4	69.25	66.35	65.51
Other metal	140·5	141·7	129·8	79.91	75.97	79.37
Fuels	104·8	104·8	104·6	71.10	68.88	68.36
Coal	75·3	77·0	82·5	59.34	59.22	59.07
Oil and natural gas	202·3	196·7	177·8	85.57	81.36	82.65
Non-metal	117·2	121·3	117·1	67.37	64.65	63.49
Manufacturing	**103·6**	**103·2**	**108·3**	**62.50**	**60.80**	**60.60**
Food and beverages	96·3	98·4	95·3	56.03	55.04	54.64
Meat products	112·9	114·0	110·2	65.95	64.10	63.00
Canned and preserved fruits and vegetables	69·7	70·0	63·6	50.01	47.05	49.85
Grain mill products	102·1	104·6	99·4	58.74	57.40	58.36
Bread and other bakery products	103·1	104·9	103·5	52.52	52.52	51.84
Distilled and malt liquors	97·7	103·7	101·0	69.51	70.69	66.00
Tobacco and tobacco products	109·2	109·9	109·9	52.96	49.27	51.55
Rubber products	102·5	102·3	102·2	64.09	62.02	62.63
Leather products	85·9	82·9	90·9	43.16	41.25	42.30
Boots and shoes (except rubber)	88·7	85·9	93·9	41.17	38.61	40.66
Textile products (except clothing)	80·9	80·3	83·2	51.58	49.56	49.18
Cotton yarn and broad woven goods	81·9	81·8	81·3	48.34	47.14	44.85
Woollen goods	69·6	69·8	70·4	49.76	47.09	47.57
Synthetic textiles and silk	86·5	84·5	86·4	57.82	54.96	55.36
Clothing (textile and fur)	90·0	86·3	94·4	42.15	39.07	40.71
Men's clothing	92·6	88·4	97·6	40.91	37.80	39.40
Women's clothing	95·3	88·7	98·6	42.71	38.78	42.28
Knit goods	78·0	77·0	84·2	42.90	40.22	41.11
Wood products	98·0	96·7	94·2	55.77	52.64	52.14
Saw and planing mills	99·8	97·3	91·9	58.10	54.39	53.19
Furniture	102·2	102·6	103·6	52.68	50.87	51.02
Other wood products	82·3	83·5	87·7	49.99	47.35	49.53
Paper products	111·0	113·2	109·6	73.34	71.40	71.90
Pulp and paper mills	113·9	116·4	111·0	78.86	76.85	78.01
Other paper products	103·8	105·5	106·2	58.55	56.73	56.31
Printing, publishing and allied industries	111·0	111·0	108·8	66.22	65.70	63.91
Iron and steel products	96·4	95·6	104·3	68.50	66.42	66.16
Agricultural implements	70·0	64·0	70·5	71.06	67.59	67.94
Fabricated and structural steel	126·7	126·6	133·4	73.42	71.31	69.65
Hardware and tools	97·6	97·3	105·0	64.52	62.92	61.23
Heating and cooking appliances	93·8	92·0	89·2	59.61	56.84	57.55
Iron castings	85·0	82·6	92·6	67.11	64.49	65.16
Machinery mfg.	105·7	106·4	111·5	67.43	65.64	66.01
Primary iron and steel	94·3	94·5	106·7	72.71	71.98	70.36
Sheet metal products	97·8	98·6	105·0	66.16	62.54	62.59
Transportation equipment	121·4	119·9	150·4	71.00	69.03	68.78
Aircraft and parts	331·8	340·3	375·3	75·00	73.28	74.02
Motor vehicles	88·7	81·9	130·2	78·79	80.31	75.33
Motor vehicle parts and accessories	113·9	106·1	120·3	72.96	70.71	66.75
Railroad and rolling stock equipment	79·9	81·1	104·9	64.26	62.27	63.01
Shipbuilding and repairing	133·3	134·1	168·3	63.16	58.01	61.92
Non-ferrous metal products	119·5	119·7	114·6	70.68	70.42	68.69
Aluminum products	121·5	120·0	119·9	67.13	66.50	66.31
Brass and copper products	102·3	102·7	107·8	67.22	65.91	64.45
Smelting and refining	139·5	140·9	124·6	76.88	77.07	74.99
Electrical apparatus and supplies	132·2	131·7	138·4	67.22	65.30	65.20
Non-metallic mineral products	109·8	111·7	110·0	65.39	63.18	62.94
Clay products	97·0	99·1	94·9	62.60	61.08	60.97
Glass and glass products	115·2	115·7	120·9	64.19	61.62	62.32
Products of petroleum and coal	119·4	119·1	117·5	87.08	88.65	84.46
Chemical products	119·5	119·6	118·5	68.57	68.41	65.57
Medicinal and pharmaceutical preparations	108·4	108·2	106·9	63.39	62.35	60.72
Acids, alkalis and salts	122·1	121·7	123·4	76.89	79.42	73.13
Miscellaneous manufacturing industries	99·3	100·4	105·5	54.46	52.93	52.70
Construction	**91·2**	**104·2**	**91·7**	**62.32**	**56.70**	**61.48**
Building and structures	97·1	104·7	101·8	66.14	60.47	65.67
Building	99·0	105·8	105·5	64.73	60.32	56.09
Engineering work	88·8	99·7	153·5	73.07	61.16	66.01
Highways, bridges and streets	81·7	103·5	75·2	55.11	50.65	52.26
Service	**108·6**	**109·3**	**105·7**	**39.91**	**39.57**	**38.27**
Hotels and restaurants	103·4	104·8	100·1	34.78	34.66	33.68
Laundries and dry cleaning plants	100·3	100·4	99·1	36.92	36.00	35.51
Industrial composite	**105·8**	**109·1**	**107·0**	**60.12**	**58.49**	**58.47**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954	Feb. 1, 1955	Jan. 1, 1955	Feb. 1, 1954
Newfoundland	39·9	39·3	44·0	140·1	142·9	140·5
Nova Scotia	40·8	38·0	40·0	123·5	125·2	126·9
New Brunswick	42·4	40·1	41·3	126·1	128·4	126·5
Quebec	42·1	39·9	42·1	128·0	128·8	126·6
Ontario	40·6	39·5	40·3	150·4	149·6	147·9
Manitoba	40·0	38·6	40·5	136·3	136·1	134·8
Saskatchewan	40·0	39·2	40·5	148·0	148·3	141·6
Alberta	40·6	39·0	39·4	150·4	148·9	143·9
British Columbia	38·7	36·8	36·5	171·3	171·7	169·1

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954	Feb. 1 1955	Jan. 1 1955	Feb. 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·5	41·3	42·6	160·3	160·6	158·3	69.73	66.33	67.44
Metal mining	44·7	42·1	44·6	163·6	164·4	160·9	73.13	69.21	71.76
Gold	46·9	44·7	46·1	139·1	139·0	133·2	65.24	62.13	61.41
Other metal	43·5	40·7	43·7	178·7	179·9	177·2	77.73	73.22	77.44
Fuels	41·2	39·9	39·3	156·2	156·3	157·4	64.35	62.36	61.86
Coal	39·2	38·8	37·7	147·9	149·3	152·6	57.98	57·93	57.53
Oil and natural gas	47·1	43·3	45·5	176·4	175·6	172·5	83.08	76.03	78.49
Non-metal	42·5	40·9	41·6	153·6	152·8	148·8	65.28	62.50	61.90
Manufacturing	40·9	39·3	40·7	142·7	142·8	140·4	58.36	56.12	57.14
Food and beverages	40·6	39·0	40·9	125·3	126·3	121·7	50.87	49.26	49.78
Meat products	40·4	39·5	39·6	153·7	152·6	148·9	62.09	60.28	58.96
Canned and preserved fruits and vegetables	39·3	35·3	40·3	108·8	110·7	107·8	42.76	39.08	43.44
Grain mill products	40·2	39·1	41·4	136·0	136·0	134·4	54.67	53.18	55.64
Bread and other bakery products	43·0	42·5	42·9	108·1	108·8	108·9	46.48	46.24	46.72
Distilled and malt liquors	39·7	40·5	38·9	159·1	158·5	153·9	63.16	64.19	59.87
Tobacco and tobacco products	40·4	35·9	40·3	121·6	124·3	117·8	49.13	44.62	47.47
Rubber products	41·8	40·3	40·8	146·4	144·8	147·0	61.20	58.35	59.98
Leather products	40·0	37·1	40·4	100·5	100·9	98·6	40.20	37.43	39.83
Boots and shoes (except rubber)	39·3	36·0	40·0	96·9	96·7	94·4	38.08	34.81	37.76
Textile products (except clothing)	42·7	40·6	40·6	110·8	110·7	110·0	47.31	44.94	44.66
Cotton yarn and broad woven goods	40·7	39·3	37·6	111·8	111·8	110·6	45.50	43.94	41.59
Woollen goods	43·8	41·5	41·3	104·1	103·5	104·9	45.60	42.95	43.32
Synthetic textiles and silk	45·4	42·2	44·2	116·2	116·7	113·7	52.75	49.25	50.26
Clothing (textile and fur)	38·3	34·5	37·5	99·0	99·1	98·5	37.92	34.19	36.94
Men's clothing	37·6	33·8	37·6	98·7	98·7	96·9	37.11	33.36	36.43
Women's clothing	36·8	32·4	36·5	103·9	103·6	104·2	38.24	33.57	38.03
Knit goods	39·9	36·4	38·0	97·2	97·4	98·6	38.78	35.45	37.47
*Wood products	41·7	39·1	40·4	127·7	127·4	122·8	53.25	49.81	49.61
Saw and planing mills	41·0	38·0	38·9	136·9	137·2	131·7	56.13	52.14	51.23
Furniture	42·6	41·1	42·6	115·6	115·1	113·0	49.25	47.31	48.14
Other wood products	43·6	40·4	43·0	107·0	107·1	106·5	46.65	43.27	45.80
Paper products	42·3	41·1	43·1	163·7	162·9	158·0	69.25	66.95	68.10
Pulp and paper mills	42·7	41·6	43·8	174·7	173·8	169·5	74.60	72.30	74.24
Other paper products	41·0	39·4	41·2	129·3	128·1	123·3	53.01	50.47	50.80
Printing, publishing and allied industries	39·6	39·4	39·8	168·8	167·1	162·2	66.84	65.84	64.56
*Iron and steel products	40·8	39·4	40·4	160·0	158·0	156·2	65.28	62.25	63.10
Agricultural implements	40·5	38·7	39·1	170·3	164·9	166·7	68.97	63.82	65.18
Fabricated and structural steel	41·4	38·9	39·3	165·6	164·3	163·9	68.56	63.91	64.41
Hardware and tools	41·2	40·4	40·5	145·5	145·0	141·6	59.95	58.58	57.35
Heating and cooking appliances	39·7	37·6	39·5	141·4	140·0	136·9	56.14	52.64	54.08
Iron castings	41·4	40·1	40·5	156·0	153·4	155·2	64.58	61.51	62.86
Machinery manufacturing	41·6	40·1	41·9	154·3	152·7	151·0	64.19	61.23	63.27
Primary iron and steel	39·7	39·4	39·4	174·5	173·2	170·4	69.28	68.24	67.14
Sheet metal products	40·6	37·9	40·2	154·8	152·2	147·0	62.85	57.68	59.09
*Transportation equipment	40·9	39·7	41·1	164·6	163·7	161·2	67.32	64.99	66.25
Aircraft and parts	41·2	40·5	44·0	172·0	170·0	165·1	70.86	68.85	72.64
Motor vehicles	41·2	43·0	41·5	175·6	172·7	171·4	72.35	74.26	71.13
Motor vehicle parts and accessories	41·4	40·5	39·4	169·2	166·5	161·7	70.05	67.43	63.71
Railroad and rolling stock equipment	39·9	38·8	39·1	159·0	157·8	159·5	63.44	61.23	62.36
Shipbuilding and repairing	41·4	36·0	41·1	150·8	155·2	147·6	62.43	55.87	60.66
*Non-ferrous metal products	41·1	40·8	41·0	162·7	163·8	158·2	66.87	66.83	64.86
Aluminum products	41·1	40·1	40·8	146·4	147·4	148·2	60.17	59.11	60.47
Brass and copper products	41·5	41·1	41·2	152·1	150·5	147·1	63.12	61.86	60.61
Smelting and refining	41·2	41·2	40·9	176·2	177·5	171·6	72.59	73.13	70.18
*Electrical apparatus and supplies	40·4	38·9	40·2	150·1	147·9	148·9	60.64	57.53	59.86
Heavy electrical machinery and equipment	39·7	39·1	40·1	164·4	164·8	164·7	65.27	64.44	66.04
*Non-metallic mineral products	43·3	41·4	43·2	145·3	144·6	140·0	62.91	59.86	60.48
Clay products	43·9	42·6	44·4	136·1	136·0	131·0	59.75	57.94	58.16
Glass and glass products	43·2	41·2	43·7	144·5	144·3	137·9	62.42	59.45	60.26
Products of petroleum and coal	40·8	42·3	41·2	190·6	191·7	183·5	77.76	81.09	75.60
Chemical products	41·4	41·6	41·6	148·0	147·2	141·9	61.27	61.24	59.03
Medicinal and pharmaceutical preparations	41·0	40·8	41·3	123·0	121·5	118·4	50.43	49.57	48.90
Acids, alkalis and salts	42·3	44·2	42·1	169·5	169·4	160·8	71.70	74.87	67.70
Miscellaneous manufacturing industries	41·3	39·6	40·8	117·2	117·1	115·3	48.40	46.37	47.04
*Durable goods	41·1	39·6	40·8	153·9	153·0	151·4	63.25	60.59	61.77
Non-durable goods	40·8	39·0	40·6	131·2	132·3	127·9	53.53	51.60	51.93
Construction	39·7	35·1	39·7	152·9	149·1	151·5	60.70	52.33	60.15
Buildings and structures	39·4	34·3	38·5	163·4	162·0	165·1	64.38	55.57	63.56
Highways, bridges and streets	40·6	36·9	41·3	128·4	123·3	120·1	52.13	45.50	49.60
Electric and motor transportation	45·0	44·9	46·0	141·6	142·4	139·0	63.72	63.94	63.94
Service	40·2	39·9	40·8	85·2	85·0	82·1	34.25	33.92	33.50
Hotels and restaurants	40·7	40·8	41·5	85·0	85·0	82·6	34.60	34.68	34.28
Laundries and dry cleaning plants	40·0	38·8	40·2	81·2	80·2	77·0	32.48	31.12	30.95

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955 (1)	40·9	142·7	58.36	139·9	116·3	120·3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 hours and $56.12.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1949	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
April 1, 1954	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955 (1)	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955 (1)	10,611	11,506	22,117	505,472	114,572	620,044

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 28, 1955 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from January 31, 1955	Change from February 28, 1954
Agriculture, Fishing, Trapping	**345**	**145**	**490**	+ **179**	− **214**
Forestry	**623**	**3**	**626**	− **224**	− **154**
Mining, Quarrying and Oil Wells	**260**	**56**	**316**	− **13**	+ **56**
Metal Mining	167	6	173	− 7	+ 48
Fuels	57	12	69	0	+ 6
Non-Metal Mining	9	2	11	− 1	+ 1
Quarrying, Clay and Sand Pits	2	2	4	+ 2	− 6
Prospecting	25	34	59	− 7	+ 7
Manufacturing	**2,772**	**1,889**	**4,661**	+ **20**	+ **141**
Foods and Beverages	142	103	245	+ 40	+ 9
Tobacco and Tobacco Products	6	5	11	+ 2	− 10
Rubber Products	18	17	35	− 2	− 28
Leather Products	45	81	126	− 24	− 67
Textile Products (except clothing)	67	111	178	+ 19	+ 18
Clothing (textile and fur)	97	960	1,057	+ 100	− 169
Wood Products	256	68	324	+ 87	+ 29
Paper Products	141	34	175	− 15	− 37
Printing, Publishing and Allied Industries	125	91	216	+ 7	+ 9
Iron and Steel Products	385	83	468	− 33	− 18
Transportation Equipment	882	76	958	− 26	+ 540
Non-Ferrous Metal Products	92	54	146	+ 9	+ 2
Electrical Apparatus and Supplies	248	76	324	− 103	− 58
Non-Metallic Mineral Products	37	18	55	+ 3	− 21
Products of Petroleum and Coal	31	12	43	− 51	− 33
Chemical Products	144	56	200	− 6	− 40
Miscellaneous Manufacturing Industries	56	44	100	+ 13	− 59
Construction	**832**	**79**	**911**	+ **372**	+ **55**
General Contractors	615	52	667	+ 313	+ 58
Special Trade Contractors	217	27	244	+ 59	− 3
Transportation, Storage and Communication	**521**	**183**	**704**	+ **87**	− **155**
Transportation	454	81	535	+ 95	− 92
Storage	18	11	29	− 2	+ 5
Communication	49	91	140	− 6	− 68
Public Utility Operation	**45**	**67**	**112**	+ **30**	+ **33**
Trade	**1,580**	**1,417**	**2,997**	+ **393**	− **235**
Wholesale	567	404	971	+ 108	− 9
Retail	1,013	1,013	2,026	+ 285	− 226
Finance, Insurance and Real Estate	**630**	**606**	**1,236**	+ **86**	− **270**
Service	**1,458**	**4,815**	**6,273**	+ **573**	− **254**
Community or Public Service	172	766	938	+ 85	− 111
Government Service	624	441	1,065	+ 75	− 267
Recreation Service	43	93	136	+ 11	+ 18
Business Service	375	290	665	− 19	+ 92
Personal Service	244	3,225	3,469	+ 421	+ 14
GRAND TOTAL	**9,066**	**9,260**	**18,326**	+ **1,503**	− **997**

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 3, 1955 [1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,861	566	2,427	6,242	1,412	7,654
Clerical workers	1,022	2,986	4,008	16,201	27,014	43,215
Sales workers	1,314	682	1,996	7,623	15,946	23,569
Personal and domestic service workers	436	3,714	4,150	41,564	23,211	64,775
Seamen	14	.....	14	5,290	13	5,303
Agriculture and fishing	368	14	382	4,660	1,061	5,721
Skilled and semiskilled workers	2,546	1,244	3,790	248,867	25,049	273,916
Food and kindred products (inc. tobacco)	30	13	43	2,770	807	3,577
Textiles, clothing, etc.	87	1,009	1,096	4,765	15,089	19,854
Lumber and wood products	553	14	567	37,300	235	37,535
Pulp, paper (inc. printing)	40	10	50	1,403	618	2,021
Leather and leather products	19	50	69	1,867	1,257	3,124
Stone, clay and glass products	5	3	8	936	74	1,010
Metalworking	285	8	293	23,144	1,572	24,716
Electrical	56	6	62	3,428	1,133	4,561
Transportation equipment	3	5	8	1,523	80	1,603
Mining	25	.....	25	2,576	.....	2,576
Construction	262	.....	262	78,345	6	78,351
Transportation (except seamen)	216	6	222	41,267	154	41,421
Communications and public utility	21	.....	21	1,341	5	1,346
Trade and service	122	97	219	5,382	2,244	7,626
Other skilled and semiskilled	741	20	761	29,384	1,340	30,724
Foremen	37	2	39	5,762	402	6,164
Apprentices	44	1	45	7,674	33	7,707
Unskilled workers	1,593	303	1,896	180,104	24,329	204,433
Food and tobacco	32	85	117	7,830	7,111	14,941
Lumber and lumber products	344	3	347	23,138	391	23,529
Metalworking	186	19	205	9,420	806	10,226
Construction	138	1	139	93,818	51	93,869
Other unskilled workers	893	195	1,088	45,898	15,970	61,868
GRAND TOTAL	**9,154**	**9,509**	**18,663**	**510,551**	**118,035**	**628,586**

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Newfoundland	**200**	**230**	**129**	**20,023**	**17,827**	**20,293**
Corner Brook	5	12	5	3,468	3,092	3,922
Grand Falls	.....	.....	2	1,741	1,377	1,524
St. John's	195	218	122	14,814	13,358	14,847
Prince Edward Island	**131**	**138**	**74**	**4,423**	**3,939**	**4,205**
Charlottetown	120	128	48	2,793	2,459	2,577
Summerside	11	10	26	1,630	1,480	1,628
Nova Scotia	**914**	**893**	**776**	**27,192**	**27,610**	**26,213**
Amherst	9	11	4	1,085	1,035	936
Bridgewater	11	17	37	1,310	1,365	1,309
Halifax	626	731	612	5,297	5,183	4,761
Inverness	.....	.....	.....	990	978	926
Kentville	166	40	59	3,342	2,824	3,276
Liverpool	45	21	9	456	447	650
New Glasgow	17	18	15	4,463	4,406	3,712
Springhill	1	1	2	531	562	670
Sydney	6	27	18	5,797	7,119	5,834
Truro	22	19	14	1,239	1,164	1,487
Yarmouth	11	8	6	2,682	2,527	2,652
New Brunswick	**715**	**532**	**879**	**31,042**	**27,980**	**29,735**
Bathurst	113	117	24	5,095	4,072	4,400
Campbellton	35	27	31	2,840	2,225	2,152
Edmundston	19	11	7	2,705	2,146	2,667
Fredericton	218	67	170	1,833	1,817	2,001
Minto	1	4	4	683	673	939
Moncton	192	138	308	8,391	7,919	7,533
Newcastle	4	11	3	2,922	2,658	2,477
Saint John	111	125	299	2,980	3,054	3,657
St. Stephen	11	22	23	1,568	1,662	2,058
Sussex	9	9	5	531	513	478
Woodstock	2	1	5	1,494	1,241	1,373
Quebec	**4,502**	**4,316**	**4,962**	**211,568**	**188,575**	**192,293**
Asbestos	9	2	59	880	782	827
Beauharnois	12	24	3	1,164	1,182	1,137
Buckingham	4	2	5	1,503	1,047	1,409
Causapscal	21	40	2	3,320	2,275	2,405
Chandler	3	5	7	2,544	2,231	2,376
Chicoutimi	137	66	178	2,350	2,018	2,630
Dolbeau	28	20	22	1,799	1,027	1,925
Drummondville	28	25	37	2,768	2,746	3,271
Farnham	40	50	31	1,244	1,214	1,002
Forestville	21	28	4	2,096	1,381	1,596
Gaspe	.....	5	1	1,836	1,579	1,691
Granby	40	29	20	2,375	2,395	1,889
Hull	44	22	53	4,120	3,876	3,956
Joliette	117	93	29	4,222	3,260	3,895
Jonquiere	27	76	54	2,568	2,219	2,546
Lachute	9	3	6	917	832	971
La Malbaie	1	.....	1	2,641	2,114	2,615
La Tuque	23	34	17	978	1,039	830
Levis	45	42	86	5,957	5,414	4,551
Louiseville	46	22	13	1,607	1,100	1,321
Maniwaki	3	4	4	1,398	832	1,275
Matane	1	2	4	4,395	2,624	3,382
Megantic	51	89	1	1,352	1,088	1,293
Mount-Laurier	3	3	6	1,505	979	1,364
Montmagny	14	11	13	2,219	1,808	2,049
Montreal	2,265	2,096	2,593	68,902	67,363	60,013
New Richmond	7	3	5	2,347	1,936	1,908
Port Alfred	6	54	4	1,211	1,003	1,307
Quebec	363	336	538	16,877	16,214	14,960
Rimouski	31	16	12	5,082	3,662	4,749
Riviere du Loup	168	154	173	6,153	4,818	5,338
Roberval	13	60	10	1,316	873	1,287
Rouyn	45	88	58	2,702	1,744	2,896
Ste. Agathe	8	4	6	1,488	1,189	1,399
Ste. Anne de Bellevue	20	10	14	1,626	1,588	1,305
Ste. Therese	23	13	25	2,058	1,957	1,964
St. Georges Est	55	119	182	3,418	2,367	2,775
St. Hyacinthe	35	36	113	2,429	2,497	2,672
St. Jean	39	33	68	2,120	2,082	2,194
St. Jerome	17	18	36	2,042	1,922	2,055
St. Joseph d'Alma	18	11	11	2,572	2,034	3,026
Sept Iles	34	20	9	1,475	1,209	1,413
Shawinigan Falls	52	36	18	5,326	4,253	5,507
Sherbrooke	151	143	153	5,592	5,149	5,546
Sorel	51	29	25	3,515	3,648	2,374
Thetford Mines	39	31	32	2,073	1,671	1,829
Three Rivers	141	108	112	7,058	6,580	6,444

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Quebec—Concluded						
Val d'Or	99	124	23	1,940	1,502	2,000
Valleyfield	52	29	33	2,157	2,146	2,472
Victoriaville	43	48	53	2,331	2,106	2,654
Ontario	**7,079**	**6,142**	**7,075**	**188,749**	**191,002**	**159,324**
Arnprior	9	15	13	524	530	459
Barrie	54	42	102	1,835	1,764	1,523
Belleville	18	28	40	1,966	1,813	1,738
Bracebridge	31	10	36	1,595	1,296	1,300
Brampton	20	14	23	814	792	610
Brantford	41	47	56	2,831	2,917	2,578
Brockville	21	7	38	706	779	501
Carleton Place	1	.....	.....	373	398	730
Chatham	52	16	63	2,727	2,879	2,254
Cobourg	9	5	9	759	852	598
Collingwood	23	17	22	1,058	1,119	870
Cornwall	54	42	78	3,128	3,069	3,515
Fort Erie	4	5	12	782	778	657
Fort Frances	6	4	10	734	636	392
Fort William	107	84	85	3,242	2,795	2,975
Galt	55	41	47	1,483	1,564	1,550
Gananoque	26	25	3	394	402	336
Goderich	26	16	20	697	688	659
Guelph	62	50	93	2,374	2,220	1,688
Hamilton	399	428	293	14,063	15,724	12,609
Hawkesbury	14	7	25	1,225	1,107	1,032
Ingersoll	10	11	22	676	661	720
Kapuskasing	14	16	56	1,126	831	970
Kenora	17	12	18	856	684	711
Kingston	130	112	153	1,646	1,586	1,661
Kirkland Lake	18	18	26	1,391	1,302	1,385
Kitchener	69	44	101	3,242	3,237	2,967
Leamington	3	6	20	940	1,267	720
Lindsay	41	39	22	1,087	1,078	925
Listowel	14	4	12	551	507	520
London	340	275	443	5,495	5,666	4,228
Midland	6	9	10	1,642	1,746	1,400
Napanee	19	7	10	954	819	833
New Toronto	65	55	98	3,342	3,433	2,069
Niagara Falls	46	38	37	3,099	2,958	2,201
North Bay	30	28	31	2,080	1,898	2,097
Oakville	464	591	83	625	794	529
Orillia	16	13	28	1,262	1,206	1,119
Oshawa	89	54	80	3,443	3,675	3,540
Ottawa	916	899	876	5,963	5,628	5,084
Owen Sound	37	33	70	2,316	2,481	2,249
Parry Sound	2	3	2	734	650	629
Pembroke	83	68	74	1,957	1,694	1,669
Perth	40	26	22	748	689	718
Peterborough	24	28	38	3,693	3,499	2,585
Picton	6	3	10	697	704	600
Port Arthur	146	106	91	4,916	4,070	4,647
Port Colborne	8	1	12	1,057	1,009	924
Prescott	8	11	22	985	931	942
Renfrew	5	8	5	835	823	901
St. Catharines	98	106	99	4,099	3,863	3,813
St. Thomas	36	43	53	1,089	1,050	941
Sarnia	56	59	50	2,964	2,992	2,595
Sault Ste. Marie	73	71	64	3,182	3,625	3,738
Simcoe	26	16	30	1,381	1,183	1,197
Sioux Lookout	4	15	8	280	256	290
Smiths Falls	9	7	15	542	528	531
Stratford	32	31	29	1,117	1,253	1,028
Sturgeon Falls	2	.....	2	1,534	1,166	1,348
Sudbury	332	87	67	4,988	4,476	4,467
Timmins	39	42	78	2,254	1,901	2,287
Toronto	2,274	1,856	2,720	47,573	48,230	35,034
Trenton	18	29	31	1,163	1,120	1,152
Walkerton	41	6	29	935	934	801
Wallaceburg	4	3	3	779	838	781
Welland	13	6	4	2,684	2,719	3,175
Weston	142	172	78	1,971	1,842	1,162
Windsor	152	160	151	8,673	12,574	6,080
Woodstock	30	11	24	863	804	787
Manitoba	**1,206**	**1,177**	**1,507**	**29,378**	**28,843**	**25,325**
Brandon	147	121	182	2,508	2,392	1,965
Dauphin	11	13	11	1,568	1,454	1,208
Flin Flon	15	21	23	243	262	249
Portage la Prairie	25	19	34	1,311	1,230	1,204
The Pas	4	5	15	194	183	159
Winnipeg	1,004	998	1,242	23,554	23,322	20,540

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 3, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954	[1] March 3, 1955	Previous Month Feb. 3, 1955	Previous Year March 4, 1954
Saskatchewan	**588**	**512**	**1,095**	**21,574**	**20,989**	**15,652**
Estevan	21	14	23	392	434	377
Moose Jaw	84	63	149	1,931	1,903	1,576
North Battleford	25	28	45	1,864	1,745	1,494
Prince Albert	13	14	47	2,452	2,539	1,774
Regina	171	180	334	5,386	5,176	3,301
Saskatoon	154	112	266	4,915	4,647	3,665
Swift Current	38	28	100	1,226	1,191	1,010
Weyburn	45	41	62	538	521	413
Yorkton	37	32	69	2,870	2,833	2,042
Alberta	**1,676**	**1,622**	**2,198**	**32,249**	**30,105**	**26,714**
Blairmore	11	9	2	523	512	571
Calgary	640	724	966	8,878	8,395	8,178
Drumheller	9	8	14	600	454	486
Edmonton	769	668	726	15,185	14,064	11,800
Edson	50	40	93	386	382	362
Lethbridge	64	75	191	3,553	3,243	3,135
Medicine Hat	63	41	84	1,598	1,700	1,072
Red Deer	65	48	90	1,460	1,276	1,024
Yellowknife	5	9	32	66	79	86
British Columbia	**1,652**	**1,318**	**1,526**	**62,388**	**64,161**	**66,262**
Chilliwack	25	20	48	2,088	2,179	1,912
Courtenay	19	9	128	1,633	1,723	2,011
Cranbrook	8	23	7	982	1,086	1,426
Dawson Creek	27	12	17	503	464	437
Duncan	38	25	46	1,185	923	1,156
Kamloops	58	50	51	1,100	1,138	1,159
Kelowna	18	9	5	1,291	1,128	1,526
Mission City	14	13	21	1,593	1,595	1,682
Nanaimo	13	17	42	2,056	1,647	2,373
Nelson	21	18	4	1,557	1,500	2,032
New Westminster	121	126	116	6,950	7,100	7,238
Penticton	8	6	12	1,626	1,539	1,662
Port Alberni	7	9	18	756	490	623
Prince George	113	98	40	1,091	1,437	1,503
Prince Rupert	40	28	31	1,500	1,576	1,511
Princeton	2	2	.....	366	376	485
Trail	20	9	24	1,175	1,124	1,743
Vancouver	865	677	697	28,634	30,850	29,037
Vernon	17	5	13	1,893	1,854	2,265
Victoria	188	142	155	3,855	3,895	4,112
Whitehorse	30	20	51	554	537	369
Canada	**18,663**	**16,880**	**20,221**	**628,586**	**601,031**	**566,016**
Males	9,154	,8276	9,628	510,551	483,380	461,039
Females	9,509	8,604	10,593	118,035	117,651	104,977

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (2 Months)	100,408	61,771	38,637	10,030	30,478	31,367	18,685	9,848
1955 (2 Months)	85,945	51,427	34,518	7,593	22,165	30,181	16,113	9,893

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS, AND AMOUNT OF BENEFIT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit*	Month of February 1955			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid $
Newfoundland	11,200	5,238	239,773	(402)	834,785
Prince Edward Island	2,900	603	56,401	(447)	168,449
Nova Scotia	18,800	7,275	387,238	(4,414)	1,260,626
New Brunswick	17,000	6,447	335,271	(2,768)	1,072,056
Quebec	125,400	50,406	2,876,002	(34,752)	9,106,891
Ontario	120,200	54,412	2,918,207	(34,739)	9,345,625
Manitoba	19,900	6,750	433,184	(5,592)	1,345,524
Saskatchewan	14,600	5,267	322,860	(2,448)	1,029,365
Alberta	21,500	10,095	437,964	(4,169)	1,429,393
British Columbia	43,100	13,424	932,352	(9,607)	2,983,456
Total, Canada, February 1955	394,600	159,917	8,939,252	(99,338)	28,576,170
Total, Canada, January, 1955†	387,924	206,327	8,219,567	(80,629)	26,149,803
Total, Canada, February, 1954†	359,900	168,262	8,391,990	(85,320)	26,675,431

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decicded to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT FEBRUARY 28, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							February 26, 1954 Total	
	Total		6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	19,196	(27)	2,741	2,168	2,396	5,502	3,967	2,422	19,225 (45)
Male	18,646	(22)	2,662	2,117	2,328	5,355	3,887	2,297	18,611 (43)
Female	550	(5)	79	51	68	147	80	125	614 (2)
Prince Edward Island	4,072	(18)	374	325	485	1,244	983	661	3,645 (26)
Male	3,447	(16)	303	271	438	1,037	857	541	3,154 (21)
Female	625	(2)	71	54	47	207	126	120	491 (5)
Nova Scotia	25,565	(175)	3,244	1,946	3,173	6,954	4,725	5,523	23,377 (224)
Male	22,418	(158)	2,796	1,677	2,792	6,074	4,320	4,759	20,668 (189)
Female	3,147	(17)	448	269	381	880	405	764	2,709 (35)
New Brunswick	28,438	(146)	3,435	2,970	3,949	7,496	5,408	5,180	26,394 (122)
Male	24,412	(123)	3,053	2,651	3,409	6,530	4,651	4,118	23,174 (105)
Female	4,026	(23)	382	319	540	966	757	1,062	3,220 (17)
Quebec	197,145	(1,752)	33,009	18,623	26,163	47,341	35,215	36,794	177,501 (1,346)
Male	166,754	(1,161)	29,004	16,211	22,448	40,568	30,322	28,201	149,842 (944)
Female	30,391	(591)	4,005	2,412	3,715	6,773	4,893	8,593	27,659 (402)
Ontario	170,999	(1,528)	26,736	12,364	20,741	43,013	31,131	37,014	139,657 (971)
Male	136,073	(1,180)	21,403	9,786	16,763	34,350	25,960	27,811	112,043 (724)
Female	34,926	(348)	5,333	2,578	3,978	8,663	5,171	9,203	27,614 (247)
Manitoba	28,668	(287)	3,588	1,739	3,001	6,812	6,394	7,134	25,020 (226)
Male	22,371	(223)	2,682	1,315	2,281	5,296	5,331	5,466	19,102 (168)
Female	6,297	(64)	906	424	720	1,516	1,063	1,668	5,918 (58)
Saskatchewan	20,643	(124)	2,119	1,519	2,569	5,764	5,077	3,595	14,422 (93)
Male	17,590	(107)	1,715	1,275	2,118	4,850	4,635	2,997	12,421 (75)
Female	3,053	(17)	404	244	451	914	442	598	2,001 (18)
Alberta	29,618	(185)	5,001	2,528	3,778	7,766	5,761	4,784	24,334 (111)
Male	25,503	(158)	4,340	2,230	3,181	6,718	5,222	3,812	20,766 (99)
Female	4,115	(27)	661	298	597	1,048	539	972	3,568 (12)
British Columbia	54,242	(363)	6,998	3,502	5,306	13,510	11,362	13,564	58,992 (365)
Male	42,688	(295)	5,462	2,688	4,035	10,429	9,588	10,486	48,694 (311)
Female	11,554	(68)	1,536	814	1,271	3,081	1,774	3,078	10,298 (54)
CANADA	578,586	(4,605)	87,245	47,684	71,561	145,402	110,023	116,671	512,567 (3,529)
MALE	479,902	(3,443)	73,420	40,221	59,793	121,207	94,773	90,488	428,475 (2,679)
FEMALE	98,684	(1,162)	13,825	7,463	11,768	24,195	15,250	26,183	84,092 (850)

* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and claims pending at end of month (regular benefit only)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,826	5,935	891	8,841	5,092	3,749	2,759
Prince Edward Island	1,388	1,231	157	1,696	815	881	222
Nova Scotia	10,633	8,258	2,375	13,532	8,668	4,864	2,190
New Brunswick	11,476	9,414	2,062	13,616	6,690	6,926	3,101
Quebec	81,834	61,708	20,126	85,609	53,790	31,819	24,323
Ontario	72,192	52,261	19,931	79,570	51,316	28,254	17,209
Manitoba	9,480	7,511	1,969	10,466	6,094	4,372	1,492
Saskatchewan	7,210	6,154	1,056	8,355	4,602	3,753	1,604
Alberta	14,260	9,980	4,280	15,228	10,090	5,138	3,507
British Columbia	21,548	15,790	5,758	23,246	14,453	8,793	4,374
Total Canada, February, 1955	236,847*	178,242†	58,605	260,159‡	161,610	98,549	60,781
Total Canada, January, 1955	309,999	235,967	74,032	324,973	223,969	101,004	84,093
Total Canada, February, 1954	214,932	163,946	50,986	240,021	158,975	81,046	62,893

* In addition, revised claims received numbered 33,884. †Initial claims considered for supplementary benefit, Table E-5, are included here. ‡ In addition, 33,837 revised claims were disposed of. Of these, 3,441 were special requests not granted, and 1,320 were appeals by claimants. There were 5,007 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—January	3,328,000	2,937,000	391,000†
February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700
November	3,216,000	3,006,900	209,100
December	3,275,000	3,000,500	274,500
1955—January	3,356,000	2,924,200	431,800†

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit				
							$
Newfoundland	3,393	1,879	1,514	1,400	33,832	(3)	106,829
Prince Edward Island	820	678	142	433	14,055	(6)	38,011
Nova Scotia	4,372	3,102	1,270	2,319	102,905	(403)	309,440
New Brunswick	6,465	4,340	2,125	3,454	103,121	(339)	294,750
Quebec	27,328	19,020	8,308	16,201	649,002	(2,488)	1,878,902
Ontario	23,314	17,495	5,819	17,298	710,311	(4,176)	2,125,386
Manitoba	3,867	3,012	855	3,022	125,877	(929)	372,906
Saskatchewan	3,387	2,478	909	2,338	75,128	(340)	226,113
Alberta	4,410	3,105	1,305	2,849	92,299	(564)	286,334
British Columbia	7,389	5,501	1,888	4,760	222,358	(1,071)	682,645
Total, February, 1955	84,745*	60,610	24,135	54,074†	2,128,888	(10,319)	6,321,316
Total, February, 1954	69,467*	50,019	19,448	45,461†	1,414,606	(5,357)	3,007,783

* There were, in addition, 1,900 renewal claims in February, 1955, and 1,152 in February, 1954.

† Includes 1,926 renewal claims in February, 1955, and 659 in February, 1954.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	.....	.....	.....	.....	.....	.....

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1st, 1954	Feb. 1st, 1955	March 1st, 1955					
St. John's, Nfld. (1)	102·2	102·7	102·9	101·5	108·0	101·3	100·5	104·9
Halifax	113·7	114·6	114·5	106·6	123·3	114·7	118·9	118·5
Saint John	116·2	117·6	117·6	112·3	125·0	116·2	116·3	124·0
Montreal	116·3	117·1	116·7	114·2	134·5	107·1	116·0	116·8
Ottawa	115·3	117·0	116·8	110·2	132·2	111·2	116·6	119·7
Toronto	117·4	118·7	118·2	108·8	145·6	110·2	115·4	119·3
Winnipeg	114·7	115·4	115·2	109·7	126·0	112·7	113·5	117·9
Saskatoon—Regina	113·7	113·8	113·7	109·2	115·7	114·9	117·9	113·1
Edmonton—Calgary	114·4	114·5	114·2	108·5	121·1	112·6	115·7	118·2
Vancouver	116·3	118·3	117·9	110·0	126·1	112·5	125·6	122·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
Cumulative totals	27		12,974		252,171	0·10
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
Cumulative totals	46		12,607		223,949	0·09

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1955 [1]

Industry, Occupation, Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to March 1955					
MANUFACTURING—					
Miscellaneous Wood Products—					
Lumber mill workers, Roberval, Que.	1	58	1,560	Feb. 17	For a new agreement providing for increased wages, union security and changes in working conditions, following reference to arbitration board; concluded March 31; negotiations; compromise.
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	94	2,160	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Steel erectors, Toronto, Ont.	1	12	276	Feb. 18	For closed shop union agreement; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Miscellaneous—					
Radio station employees, Quebec, Que.	1	14	375	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; unconcluded.
Strikes and Lockouts Commencing During March 1955					
MANUFACTURING—					
Textiles, Clothing, etc.—		[3]			
Knitted goods factory workers, St. Hyacinthe, Que.	1	417	5,835	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Sportswear factory workers, Victoriaville, Que.	1	218	325	Mar. 15	For seniority clause in new agreement under negotiations and for dismissal of foreman; concluded March 16; return of workers pending reference to referee; indefinite.
Textile factory workers, card tenders, Cornwall, Ont.	1	35	70	Mar. 23	Protesting warning notice to one worker for poor workmanship (followed by discharge of 10 workers;) concluded March 25; partial return of workers pending reference to arbitration; indefinite.
Blanket factory workers, winders, Brantford, Ont.	1	[4] 23	60	Mar. 23	Protesting reduced take-home pay for certain winders under new incentive and piecework plan; concluded March 25; return of workers pending trial period; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1955 [1]

Industry, Occupation, Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During March 1955—Concluded					
Miscellaneous Wood Products—					
Plywood factory workers, Port Alberni, B.C.	1	758	400	Mar. 18	Refusal to use production record forms printed by struck company; concluded March 18; return of workers; in favour of employer.
Metal Products—		[5]			
Auto parts foundry workers, Sarnia, Ont.	1	300	2,400	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Metal frame erectors, Windsor, Ont.	1	27	510	Mar. 7	Jurisdictional dispute over erection of frame-work for conveyor belt; unconcluded.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

[3] 252 indirectly affected; [4] 215 indirectly affected; [5] 26 indirectly affected for three days.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1954

—	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949	118	145	33	203	250	152	42	257	44	2	133	6	1,385
1950	60	160	42	173	247	160	62	199	54	.....	120	.....	1,277
1951	102	181	21	191	232	215	31	243	53	5	141	.....	1,415
1952	102	177	21	212	236	247	43	254	48	1	108	.....	1,449
1953	119	169	36	188	250	229	35	181	61	4	87	.....	1,359
1954 (1)	104	169	33	202	208	238	26	196	53	3	77	.....	1,309

(1) Preliminary figures.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools	....	....	....	....	1	....	....	....	....	....	....	....	1
Machinery	....	....	....	....	....	....	....	....	....	....	....	....	....
Belts, pulleys, chains, lines, etc.	....	....	....	....	....	....	....	....	....	....	....	....	....
Working materials	....	....	....	....	1	....	....	....	....	....	....	....	1
Nails and spikes	....	....	....	....	....	....	....	....	1	....	....	....	1
Buildings and structures (including parts of these such as doors, windows, etc.)	....	....	....	....	....	....	....	....	....	....	....	....	....
Working surfaces	....	....	....	1	....	....	....	....	....	....	1	....	2
Miscellaneous	....	1	....	....	....	1	....	....	....	....	....	....	2
Total	....	**1**	....	**1**	**2**	**1**	.....	.....	**1**	....	**1**	....	**7**
Struck by:													
Tools	1	....	....	1	2	1	.....	.....	....	....	....	....	5
Machinery	1	1	1	....	2	1	.....	.....	....	....	....	....	6
Belts, pulleys, chains, lines, etc.	2	8	....	....	2	....	.....	1	....	....	....	....	13
Cranes, derricks, other hoisting or conveying apparatus	....	1	....	3	2	9	.....	1	....	....	....	....	16
Automobiles or trucks	2	3	....	2	4	15	1	3	3	....	2	....	35
Tractors, loadmobiles, etc.	2	3	....	....	....	6	.....	1	....	....	....	....	12
Mine or quarry cars	....	....	....	8	....	....	.....	....	....	....	....	....	8
Trains or other railway vehicles	....	....	....	....	1	2	.....	16	....	....	1	....	20
Streetcars	....	....	....	....	....	....	.....	....	....	....	....	....	....
Other motor-driven transportation vehicles, N.E.S.	....	....	....	....	....	....	.....	....	....	....	....	....	....
Man-powered vehicles and craft	....	....	....	....	....	....	.....	....	....	....	....	....	....
Objects thrown or kicked back by tools	....	....	....	....	3	....	.....	....	....	....	....	....	3
Objects thrown or kicked back by machinery	1	1	....	1	9	....	.....	....	....	....	....	....	12
Objects being hoisted or conveyed	....	3	....	3	3	2	.....	3	....	....	....	....	14
Objects falling or flying in mines and quarries	....	....	....	37	....	4	.....	....	....	....	....	....	41
Materials being handled by fellow worker	....	....	....	....	....	1	.....	1	....	....	....	....	2
Materials being handled by victim	....	1	....	....	2	4	.....	1	....	....	....	....	8
Materials falling from stockpiles and loads	1	9	....	4	8	2	.....	2	3	....	....	....	29
Another person (other than acts of violence)	....	....	....	....	....	....	.....	....	....	....	....	....	....
Animals	7	....	....	....	1	....	.....	....	....	....	1	....	9
Falling trees or limbs	4	60	....	....	....	....	.....	1	....	....	....	....	65
Landslides or cave-ins	....	....	....	7	1	24	1	....	....	....	....	....	33
Flying particles	....	....	....	....	1	....	.....	....	....	....	....	....	1
Miscellaneous	....	4	....	1	2	2	1	1	....	....	1	....	12
Total	**21**	**94**	**1**	**67**	**43**	**73**	**3**	**31**	**6**	....	**5**	....	**344**
Caught In, On or Between:													
Machinery	2	1	1	....	10	2	.....	2	....	....	....	....	18
Belt, pulleys, chains, lines, etc.	1	....	....	3	2	1	.....	1	....	....	....	....	8
Elevators, hoisting and conveying apparatus	....	....	....	....	8	1	.....	....	1	....	....	....	10
Buildings and structures (including parts of these such as doors, windows, etc.)	....	....	....	....	1	....	.....	....	....	....	....	....	1
Automobiles and trucks	4	1	....	1	2	2	.....	2	1	....	1	....	14
Tractors, loadmobiles, etc.	1	2	....	2	1	2	.....	1	....	....	....	....	9
Mine and quarry cars	....	....	....	5	....	1	.....	....	....	....	....	....	6
Trains or other railway vehicles	....	....	....	1	....	....	.....	6	1	....	....	....	8
Streetcars	....	....	....	....	....	....	.....	....	....	....	....	....	....
Miscellaneous transportation vehicles and craft	....	....	....	....	1	....	.....	1	....	....	....	....	2
Materials in use or stored in plant	....	....	....	....	....	....	.....	1	....	....	1	....	2
Objects in water (e.g., logs, caught between boat and wharf)	....	1	....	*	....	....	.....	....	....	....	....	....	1
Miscellaneous	1	....	....	1	....	....	.....	....	....	....	1	....	3
Total	**9**	**5**	**1**	**13**	**25**	**9**	.....	**14**	**3**	....	**3**	....	**82**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in on or between:													
Involving steam railways	....	3	....	3	....	....	.....	18	....	....	....	....	24
Involving street railways	....	....	....	....	....	....	.....	....	....	....	....	....	....
Involving automobiles and trucks	7	9	1	13	23	15	1	35	29	1	10	....	144
Involving tractors, loadmobiles, etc.	38	5	....	....	....	7	.....	3	1	....	....	....	54
Involving mine and quarry cars	....	....	....	1	....	....	.....	....	....	....	....	....	1
Involving water craft	1	11	18	5	3	9	.....	17	1	....	5	....	70
Involving aircraft	....	....	....	1	5	....	.....	13	3	....	6	....	28
Involving other transport agencies	....	....	....	....	....	....	.....	....	....	....	1	....	1
Involving elevators and other hoisting and conveying apparatus	....	....	....	....	....	....	.....	....	....	....	....	....	....
Involving animal-drawn vehicles and implements	2	1	....	....	....	....	.....	....	....	....	....	....	3
Involving miscellaneous agencies	....	....	....	....	....	....	.....	....	....	....	....	....	....
Total	**48**	**29**	**19**	**23**	**31**	**31**	**1**	**86**	**34**	**1**	**22**	....	**325**

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips (a) falls on same level:													
Due to rough ground or floor surfaces	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to collapse of resistance	....	1	....	....	....	....	.....	.....	....	....	....	....	1
Due to tripping over or stepping on object	....	....	....	....	....	1	.....	.....	....	....	....	....	1
Due to slippery surfaces	....	....	1	....	1	1	.....	1	....	....	....	....	4
Due to slipping while handling materials	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to slipping while operating machines	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to physical condition of workman	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to vehicles in motion (other than struck by collision, etc.)	....	....	....	....	....	....	.....	.....	....	....	2	....	2
Miscellaneous	....	1	....	....	1	....	.....	.....	1	....	....	....	3
Sub Total	....	**2**	**1**	....	**2**	**2**	.....	**1**	**1**	....	**2**	....	**11**
(b) falls to different levels													
From ladders or stairs	....	....	....	2	4	1	.....	4	....	....	4	....	15
From scaffolds and stagings	....	....	....	1	3	30	.....	.....	....	....	....	....	34
From platforms, ramps and stationary vehicles	1	....	....	....	4	4	.....	3	....	....	1	....	13
From buildings, roofs and towers	1	....	....	1	1	16	2	.....	....	....	2	....	23
From bridges, trestles and catwalks	....	....	....	1	1	7	.....	1	....	....	....	....	10
From poles, trees, logs and stumps	....	1	....	....	1	....	3	.....	....	....	....	....	5
From stockpiles and loads	4	1	....	....	....	....	.....	.....	....	....	....	....	5
From moving railway vehicles	....	....	....	1	....	....	.....	4	....	....	....	....	5
From other moving transportation vehicles	1	2	....	1	....	6	.....	.....	....	....	....	....	10
Into holds of vessels	....	....	....	....	1	....	.....	5	....	....	....	....	6
Into shafts, pits, excavations, etc	1	....	....	14	6	1	2	1	1	....	2	....	28
Into rivers, lakes, sea or harbours	1	20	7	5	3	13	.....	16	....	....	11	....	76
Into storage bunkers	....	....	....	....	....	1	.....	.....	....	....	....	....	1
Into tanks, vats or kilns	....	....	....	....	3	....	.....	.....	....	....	1	....	4
Miscellaneous falls to different level	3	1	....	1	1	1	.....	.....	....	....	....	....	7
Sub Total	**12**	**25**	**7**	**27**	**28**	**80**	**7**	**34**	**1**	....	**21**	....	**242**
Total	**12**	**27**	**8**	**27**	**30**	**82**	**7**	**35**	**2**	....	**23**	....	**253**
Conflagrations, Temperature Extremes and Explosions:													
Conflagrations	2	2	....	1	5	....	1	5	1	....	2	....	19
Exposure to welding flashes	....	....	....	....	2	....	.....	.....	....	....	....	....	2
Exposure to cold or cold substances	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to steam or other hot vapours	....	1	....	....	....	....	.....	.....	....	....	....	....	1
Exposure to hot liquids or molten metal	....	....	....	1	6	1	.....	.....	....	....	....	....	8
Exposure to heat or hot substances, N.E.S.	....	....	....	1	2	....	.....	.....	....	....	....	....	3
Explosions—blasting accidents	1	2	....	5	....	2	.....	.....	....	....	....	....	10
Explosions of coal and/or dust	....	....	....	2	....	....	.....	.....	....	....	....	....	2
Air blasts (bumps) in mines	....	....	....	6	....	....	.....	.....	....	....	....	....	6
Explosions of steam pressure apparatus	....	....	1	....	1	....	.....	.....	....	....	....	....	2
Explosions of liquid air, gas pressure apparatus and containers	....	....	....	1	4	....	.....	.....	....	....	....	....	5
Explosions of gasoline and/or oil	1	1	....	1	3	....	.....	1	....	....	1	....	8
Explosion of chemicals	....	....	....	1	....	....	.....	.....	....	1	1	....	3
Ammunition and firearms (accidental)	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Other explosions	....	....	....	....	2	....	.....	.....	1	....	....	....	3
Total	**4**	**6**	**1**	**19**	**25**	**3**	**1**	**6**		**2 1**	**4**	....	**72**
Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.):													
Exposure to acids, alkalis and similar chemicals	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to poisonous gases	....	1	....	3	3	5	.....	4	2	....	1	....	19
Exposure to dust	....	....	....	35	27	2	.....	.....	1	....	....	....	65
Exposure to poisonous vegetation	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to radioactive substances	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to miscellaneous poisonous agencies	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	....	**1**	....	**38**	**30**	**7**	.....	**4**	**3**	....	**1**	....	**84**
Contact with Electric Current:													
Lightning accidents	3	....	....	....	....	1	.....	.....	....	....	....	....	4
Exposure to or contact with electricity	3	1	....	5	10	19	14	5	....	....	2	....	59
Total	**6**	**1**	....	**5**	**10**	**20**	**14**	**5**	....	....	**2**	....	**63**
Over-exertion and Industrial Diseases:													
Over-exertion resulting in strains, hernia, etc	4	4	2	9	11	9	.....	14	1	1	14	....	69
Industrial diseases	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Total	**4**	**4**	**2**	**9**	**12**	**9**	.....	**14**	**1**	**1**	**14**	....	**70**

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Miscellaneous Accident Types:													
Violence	....	....	....	....	....	....	.....	1	1	....	2	....	4
Bites, stings, etc., by animals, reptiles, and insects	....	....	....	....	....	....	.....	.....	.....	.....	.....	.....	.....
Infection, N.E.S.	....	....	....	....	....	1	.....	.....	.....	.....	.....	.....	1
Miscellaneous	....	1	1	....	....	2	.....	.....	.....	.....	.....	.....	4
Total	....	**1**	**1**	....	....	**3**	.....	**1**	**1**	....	**2**	....	**9**
Grand Total	**104**	**169**	**33**	**202**	**208**	**238**	**26**	**196**	**53**	**3**	**77**	....	**1,309**

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES [1]

Industry	1954 [2]												1953 [3]											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	2	4	7	13	38	5	11	16	8	.....	104	....	....	2	3	23	48	9	20	11	3	.....	119
Logging	1	....	....	9	41	29	2	2	4	81	.....	169	4	....	5	2	37	31	4	3	9	73	1	169
Fishing and Trapping	3	....	8	....	2	6	....	....	2	12	.....	33	3	....	16	3	....	5	....	....	....	9	.....	36
Mining and Quarrying	4	....	29	4	36	47	6	13	24	38	1	202	4	....	15	2	23	51	8	15	34	34	2	188
Metalliferous mining	4	....	....	2	23	42	5	2	2	31	1	112	4	....	....	....	1	18	47	5	4	....	27	2	108
Coal mining	....	....	29	1	....	....	....	2	8	4	.....	44	....	....	15	1	....	....	....	....	1	13	5	.....	35
Non-metallic mineral mining and quarrying, n.e.s.	....	....	....	1	13	5	1	9	14	3	.....	46	....	....	....	....	....	5	4	3	10	21	2	.....	45
Manufacturing	6	....	6	10	33	92	7	6	8	40	.....	208	3	1	7	8	61	107	9	4	13	37	.....	250
Food and beverages	1	....	2	1	3	5	3	....	2	3	.....	20	....	....	....	....	1	5	14	1	....	4	....	.....	25
Tobacco and tobacco products	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	....	....	....	.....	....
Rubber products	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	2	1	....	....	....	....	.....	3
Leather products	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	1	....	....	....	.....	1
Textile products (except clothing)	....	....	....	....	1	2	....	....	....	....	.....	3	....	....	....	....	....	2	....	....	....	....	....	.....	2
Clothing (textile and fur)	....	....	....	....	1	4	....	....	....	....	.....	5	....	....	....	....	....	3	3	....	....	....	....	.....	6
Wood products	1	....	....	2	8	5	....	....	5	20	.....	41	1	1	....	1	18	6	2	2	4	26	....	.....	61
Paper products	3	....	....	5	5	8	....	....	....	2	.....	23	....	....	2	1	7	8	....	....	....	4	....	.....	22
Printing, publishing and allied industries	....	....	....	....	1	....	....	....	....	1	.....	2	....	....	....	....	1	....	1	....	....	....	....	.....	2
Iron and steel products	....	....	2	....	1	31	1	3	1	8	.....	47	1	....	2	2	4	41	3	....	1	2	....	.....	56
Transportation equipment	1	....	2	2	4	11	1	2	....	2	.....	25	....	....	3	1	6	9	....	2	2	5	....	.....	28
Non-ferrous metal products	....	....	....	....	3	4	....	....	....	....	.....	7	....	....	....	....	2	4	1	....	....	....	....	.....	7
Electrical apparatus and supplies	....	....	....	....	....	5	....	....	....	1	.....	6	....	....	....	....	....	2	....	....	....	....	....	.....	2
Non-metallic mineral products	....	....	....	....	5	12	1	1	....	2	.....	21	1	....	....	1	3	9	....	....	1	....	....	.....	15
Chemical products	....	....	....	....	1	5	1	....	....	....	.....	7	....	....	....	1	6	9	....	....	1	....	....	.....	17
Miscellaneous manufacturing industries	....	....	....	....	....	....	....	....	....	1	.....	1	....	....	....	....	2	1	....	....	....	....	....	.....	3
Construction	8	....	15	3	79	58	19	10	21	25	.....	238	6	....	11	3	48	76	8	10	28	39	.....	229
Buildings and structures	2	....	1	1	25	23	8	2	8	8	.....	78	6	....	4	1	22	42	4	3	8	13	.....	103
Highway and bridge	4	....	8	2	19	21	7	4	9	8	.....	82	....	....	3	1	5	22	2	3	12	10	.....	58
Miscellaneous	2	....	6	....	35	14	4	4	4	9	.....	78	....	....	4	1	21	12	2	4	8	16	.....	68
Electricity, Gas and Water Production and Supply	2	1	3	....	5	8	....	2	5	....	.....	26	1	....	2	1	12	11	4	1	....	3	.....	35
Transportation, Storage and Communications	5	1	3	5	38	57	11	14	18	43	1	196	1	....	5	4	50	53	8	12	17	29	2	181
Steam railways	....	....	....	4	10	25	6	2	10	12	.....	69	....	....	2	2	12	17	3	3	3	8	.....	50
Street and electric railways	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	1	....	....	....	....	.....	1
Water transportation	3	....	2	1	12	9	....	....	1	26	.....	54	1	....	2	2	14	8	....	....	....	11	.....	.....	38
Air transportation	1	1	....	....	1	....	1	7	1	....	1	13	....	....	....	....	6	1	....	1	1	7	2	.....	18
Local and highway transportation	....	....	1	....	10	23	4	5	6	4	.....	53	....	....	1	....	15	22	3	5	11	3	.....	.....	60
Storage	....	....	....	....	....	....	....	....	....	1	.....	1	....	....	....	....	....	2	1	2	1	....	....	.....	6
Telegraphs and telephones	1	....	....	....	5	....	....	....	....	....	.....	6	....	....	....	....	....	3	2	....	1	1	....	.....	.....	7
Express	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	1	....	....	....	.....	1

Trade			1	3	11	22	3	7		6		53			1		13	35	1	4	4	3		61
Wholesale				3	5	6	3	5		4		26					7	19		2	2	2		32
Retail			1		6	16		2		2		27			1		6	16	1	2	2	1		29
Finance					1		1			1		3					3	1						4
Service	3				13	32	5	3	8	9	4	77			1	2	19	28	3	6	9	17	2	87
Public administration	2				11	20	5	3	5	6	4	56			1	2	12	16	3	4	9	15	1	63
Recreational										2		2												1
Laundering, dyeing and cleaning																		1						1
Personal, domestic and business	1				2	12			3	1		19					7	11		2		2	1	23
Total	32	4	69	41	272	389	59	68	106	263	6	1,309	22	1	65	28	289	446	54	75	125	247	7	1,359

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July and October, 1954; and January and April, 1955. (2) Preliminary figures. (3) Revised figures for 1953.

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1954, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1954 (1)	Per Cent of Total	Total, 1953 (2)	Per Cent of Total	Number Employed (Thousands)
Agriculture	3	3	3	7	13	6	19	13	7	10	15	5	104	7·9	119	8·8	827·0(3)
Logging	11	12	8	10	18	17	13	14	13	22	18	10	169	12·9	169	12·4	129·8(3)
Fishing and Trapping	..	5	1	..	5	..	3	3	3	4	4	5	33	2·5	36	2·6	75·9(4)
Mining and Quarrying	11	13	23	9	13	20	19	17	18	27	16	16	202	15·4	188	13·8	130·0(5)
Metalliferous mining	6	7	12	4	9	16	9	10	12	12	10	5	112	8·5	108	7·9	76·9
Coal mining	..	2	7	3	..	2	7	2	4	6	3	8	44	3·4	35	2·6	19·8
Non-metallic mineral mining and quarrying, n.e.s.	5	4	4	2	4	2	3	5	2	9	3	3	46	3·5	45	3·3	33·3
Manufacturing	20	11	17	15	18	21	16	17	18	18	18	19	208	15·9	250	18·4	1,325·8(5)
Food and beverages	3	..	1	..	2	3	1	2	1	3	1	3	20	1·5	25	1·8	175·5
Tobacco and tobacco products	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9·5
Rubber products	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	0·2	22·6
Leather products	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	0·1	33·1
Textile products (except clothing)	1	..	..	..	..	..	..	..	1	..	..	1	3	0·2	2	0·2	72·1
Clothing (textile and fur)	..	..	..	..	..	3	..	1	..	..	1	..	5	0·4	6	0·4	120·1
Wood products	5	3	4	4	3	5	2	4	2	4	4	1	41	3·1	61	4·5	135·8
Paper products	4	..	2	2	4	2	1	1	2	1	2	2	23	1·8	22	1·6	84·2
Printing, publishing and allied trades	..	..	1	..	1	..	..	..	..	..	..	..	2	0·2	2	0·2	66·3
Iron and steel products	2	3	5	6	4	..	5	2	7	5	4	4	47	3·6	56	4·1	188·6
Transportation equipment	2	3	2	1	1	3	1	2	2	3	4	1	25	1·9	28	2·1	155·0
Non-ferrous metal products	..	..	..	..	..	1	2	1	1	..	..	2	7	0·5	7	0·5	51·5
Electrical apparatus and supplies	1	..	..	..	1	1	..	..	1	1	..	1	6	0·5	2	0·1	76·9
Non-metallic mineral products	2	1	2	..	2	3	3	4	1	1	1	1	21	1·6	15	1·1	34·7
Chemical products	..	1	..	2	..	..	..	..	..	..	1	3	7	0·5	17	1·3	67·5
Miscellaneous manufacturing industries	..	..	..	..	..	..	1	..	..	..	..	..	1	0·1	3	0·2	32·4
Construction	17	10	10	11	14	21	25	34	28	32	18	18	238	18·2	229	16·9	493·8(6)
Buildings and structures	5	2	5	5	5	6	7	12	8	7	8	8	78	6·0	103	7·6	..
Highway and bridge	2	3	2	2	4	9	10	16	13	12	5	4	82	6·2	58	4·3	..
Miscellaneous	10	5	3	4	5	6	8	6	7	13	5	6	78	6·0	68	5·0	..
Electricity, Gas and Water Production and Supply	..	..	3	..	3	7	2	2	3	4	2	..	26	2·0	35	2·6	47·2(7)

Transportation, Storage and Communications	**13**	**17**	**12**	**30**	**6**	**16**	**17**	**12**	**21**	**13**	**17**	**22**	**196**	**15·0**	**181**	**13·3**	
Steam railways	4	10	4	5	3	3	8	4	8	6	7	7	69	5·3	50	3·7	212·0(8)
Street and electric railways															1	0·1	20·3(7)
Water transportation	1	2	2	16	2	6	4	4	5	3	3	6	54	4·1	38	2·8	20·1(8)
Air transportation				7		1	2	1		1	1		13	1·0	18	1·3	11·1(8)
Local and highway transportation	8	4	5	2	1	6	2	3	4	3	6	9	53	4·0	60	4·4	31·1(7)
Storage			1										1	0·1	6	0·4	4·8(8)
Telegraphs and telephones		1					1		4				6	0·5	7	0·5	62·2(8)
Express															1	0·1	12·1(8)
Trade	**7**	**7**	**2**	**5**	**1**	**5**	**3**	**4**	**3**	**2**	**4**	**10**	**53**	**4·1**	**61**	**4·5**	**709·8(3)**
Wholesale	3	2	1	3		1		2	3	1	3	7	26	2·0	32	2·4	195·3
Retail	4	5	1	2	1	4	3	2		1	1	3	27	2·1	29	2·1	514·5
Finance	**1**	**1**	**1**										**3**	**0·2**	**4**	**0·3**	**144·0(3)**
Service	**4**	**3**	**6**	**3**	**5**	**10**	**9**	**4**	**7**	**12**	**9**	**5**	**77**	**5·9**	**87**	**6·4**	**1,077·5(3)**
Public administration	2	1	3		5	7	7	2	6	12	6	5	56	4·3	63	4·6	676·0
Recreational						1					1		2	0·2			28·7
Laundering, dyeing and cleaning															1	0·1	33·8
Personal, domestic and business	2	2	3	3		2	2	2	1		2		19	1·4	23	1·7	339·0
Total	**90**	**82**	**86**	**90**	**96**	**123**	**126**	**120**	**121**	**144**	**121**	**110**	**1,309**	**100·0**	**1,359**	**100·0**	

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1951. (4) Fishermen only; Industry and Merchandising Division D.B.S. 1953. (5) Industry and Merchandising Division D.B.S. 1953. (6) General Assignments Division D.B.S. 1953. (7) Transportation Division D.B.S. 1952. (8) Transportation Division D.B.S. 1953.

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Provinces	Medical (1) Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1950					
Prince Edward Island	320	363	3	0	686
Nova Scotia	8,542	7,591	506	58	16,697
New Brunswick	5,936	8,828	231	28	15,023
Quebec				197	86,246
Ontario	118,001	43,820	1,677	225	163,723
Manitoba	10,516	5,652	316	29	16,513
Saskatchewan	5,610	5,691	114	26	11,441
Alberta	18,836	13,804	577	120	33,337
British Columbia	43,992	25,852	1,498	162	71,504
Total					415,170
1951					
Newfoundland (2)	3,425	2,725	67	11	6,228
Prince Edward Island	411	439	10	0	860
Nova Scotia	9,545	7,503	482	43	17,573
New Brunswick	5,710	9,234	206	27	15,177
Quebec				207	95,930
Ontario	129,486	45,010	1,775	292	176,563
Manitoba	11,249	5,577	349	37	17,212
Saskatchewan	6,711	6,812	135	18	13,676
Alberta	20,312	14,754	636	102	35,804
British Columbia	40,268	26,023	1,513	184	67,988
Total					447,011
1952					
Newfoundland	5,466	4,065	125	19	9,675
Prince Edward Island	424	446	11	1	882
Nova Scotia	10,236	6,886	539	63	17,724
New Brunswick	5,571	8,463	205	28	14,267
Quebec				312	97,177
Ontario	137,938	54,802	2,157	309	195,206
Manitoba	11,351	5,522	337	36	17,246
Saskatchewan	7,491	6,939	112	37	14,579
Alberta	23,803	14,895	730	92	39,520
British Columbia	42,855	25,551	1,391	240	70,037
Total					476,313
1953					
Newfoundland	5,630	3,972	114	16	9,732
Prince Edward Island	479	516	10	0	1,005
Nova Scotia	9,732	6,565	519	39	16,855
New Brunswick	5,328	7,353	227	20	12,928
Quebec				191	93,306
Ontario	143,467	55,992	2,198	319	201,976
Manitoba	11,759	5,168	382	37	17,346
Saskatchewan	8,547	7,466	162	43	16,218
Alberta	23,522	17,570	749	124	41,965
British Columbia	43,569	23,909	1,253	207	68,938
Total					480,269
1954(3)					
Newfoundland	4,889	3,396	36	28	8,349
Prince Edward Island	506	473	1	3	983
Nova Scotia	8,707	7,222	110	48	16,087
New Brunswick				23	14,214
Quebec				253	87,911
Ontario	135,670	55,648	1,994	276	193,588
Manitoba	11,454	5,034	372	51	16,011
Saskatchewan	9,399	8,677	237	50	18,363
Alberta	22,922	16,679	749	102	40,452
British Columbia	42,488	23,230	1,175	192	67,085
Total					463,043

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

(3) Preliminary figures.

JUNE 15, 1955

CURRENT manpower and labour relations REVIEW

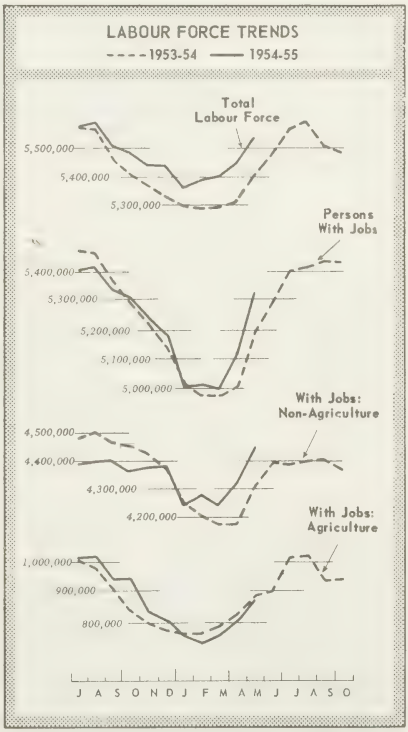
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

THE seasonal upswing in economic conditions this spring has been the largest in the past three years. The recovery is reflected in a sharp increase in employment and job opportunities and a substantial decrease in the amount of short-time work. Unemployment in May dropped to about the same level as last year although it was higher than in May 1953.

Persons with jobs in the week of May 21 were estimated to number 5,324,000 an increase of 200,000 from the preceding month and of 325,000 from the winter low in March. During the comparable March to May periods in 1954 and 1953, the number of persons with jobs rose by 225,000 and 189,000 respectively. The employment upswing this year was therefore abour half again as large as in the past two years. It also exceeded that of most other post-war years by a considerable margin.

The substantial employment increase was more than enough to absorb both the usual expansion of the farm working force and the influx of other seasonal workers not previously in the labour force. In addition, it reflected the rehiring of a large number of unemployed



A Monthly *Labour Gazette* Feature

workers. The estimate of persons without jobs and seeking work fell from 327,000 in April to 213,000 in May. This figure is now slightly below the estimate for May 1954 but still well above that for May 1953.

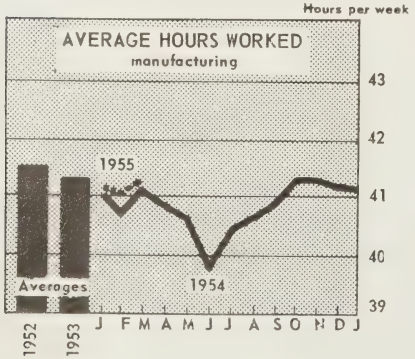
National Employment Service statistics provide additional indications of the sharp increase in the demand for labour. Job applications fell from a peak of 633,000 at mid-March to just over 300,000 at the end of May. At May 27, 39,000 job vacancies were listed with NES, an increase of 8,000 over the same date last year. Much of the increase was for workers in construction, logging and service occupations.

Employment was 129,000 above that in May 1954 and for the first time this year it was also higher than in the same month in 1953. This increase occurred entirely in non-agricultural industries, with important gains in both the metal-using industries and in those producing basic materials. Agricultural employment, with some 17,000 fewer workers than last year, apparently resumed a downward trend after increasing temporarily last year.

The quickening pace of business activity was also reflected in the length of the work week. In April and May, the average number of persons on short time dropped to 35,000 compared with 52,000 during the same months last year. Part of this reduction was accounted for by the increasing output of primary products. In the mining industry, for example, the average weekly hours worked in March showed a gain of almost an hour over last year. An increase of almost two hours a week was recorded in the manufacture of motor vehicles. This gain was offset, however, by decreases of three hours weekly in aircraft manufacturing, 1.2 hours in shipbuilding and 0.5 hours in the manufacture of railroad rolling stock.

Recent Economic Trends

The basis for the recent gains in employment was provided by the business recovery which began in the last half of 1954 and is giving evidence of continuing well into 1955. Non-farm production (seasonally adjusted) in the first three months of this year showed an increase of 2 per cent over the fourth quarter of 1954. It is estimated that manufacturing was responsible for about one-half of this gain, the major increases being in transportation equipment, iron and steel products and wood products. Among other activities, mining and forestry expanded more than seasonally and the service industry continued to gain steadily.



The upturn was also apparent in construction, although here the rise was less marked than in some other lines of activity. There was no slackening in the high rate of residential building reached at the end of last year. The number of housing units begun in the first four months of this year was 7 per cent higher than in the same period of 1954, and the number

under construction at the end of April was 11 per cent higher. Preliminary reports for May suggest that residential building will reach an even higher level in the months to come.

Expenditures and employment in non-residential construction in the first quarter showed little change from a year earlier. This is attributable, on the whole, to the gradual completion of heavy industrial projects in remote areas. However, the value of industrial contracts awarded in recent months has shown a substantial increase over those for the corresponding months last year. This gain, together with the extensive highway and road building programs by provincial and municipal governments, indicate that non-residential construction will pick up as the summer progresses.

The sharp rise in merchandise exports has been a major factor in the general business expansion. The year-to-year increase for the first four months of the year amounted to 13 per cent and was evident in almost all merchandise groups. Considerable gains were recorded in the lumber, news-print, chemicals, and non-ferrous metals industries. The rise in export demand has been accompanied by increasing employment in forestry, mining, and in some manufacturing industries.

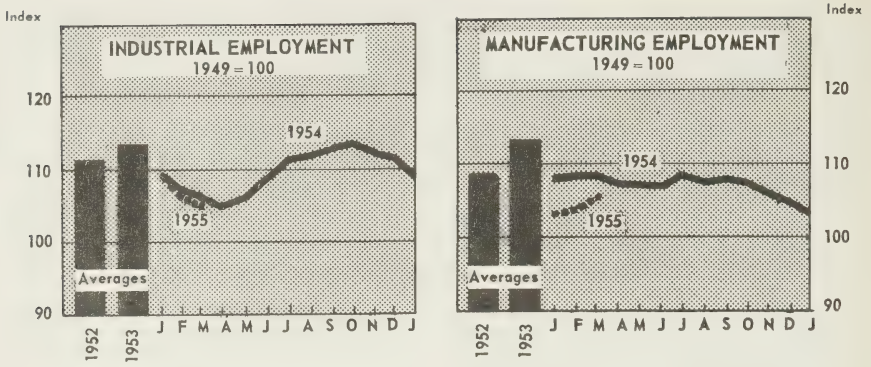
The behaviour of business inventories has reinforced the business recovery. Most of 1954 was featured by a heavy reduction in merchandise stocks, with a corresponding decline in manufacturing activities. Adjustments had been largely completed by the end of the year, however, and the first months of 1955 saw a build-up of inventories. Much of the increase was in motor vehicles and this was reflected in notable employment increases in the motor vehicle and primary iron and steel manufacturing industries.

Recent Trends in Industrial Employment

The most recent figures on industrial employment indicate that the upturn has been unevenly distributed. At April 1, little improvement was evident in the group of industries manufacturing producer goods, although the sharp decline of the past year appears to have levelled out. Aircraft employment has been declining for more than a year and at April 1 was 11 per cent below the year-earlier level. Employment in shipbuilding dropped sharply in recent months as a result of declines in both defence and civilian demand and was 20 per cent below the figure for April 1954. There was also a substantial year-to-year decline in employment in firms manufacturing industrial machinery, railroad rolling stock and farm implements.

The situation in the group of industries producing goods for final consumption shows moderate strengthening. Employment in the motor vehicles industry at April 1 was 6 per cent above last year's, after registering declines for more than a year. In other parts of this group, employment was about the same or slightly above the year-earlier figures.

Employment in the industries producing basic materials has reacted strongly to the stimulus provided by the increasing requirements of construction, export trade and inventory accumulation. Much of the



increase in exports has been directed towards chemicals and forestry and mineral products, and this has had a stimulating effect on employment. Perhaps the most significant recovery occurred in the primary iron and steel industry—a reflection of inventory accumulation and the upsurge in vehicle production. At February 1, employment in this industry was still nearly 12 per cent below the year-earlier figure. By April, however, employment was slightly above that of a year earlier and there are strong indications of a continuing upward trend. Textile employment showed a gain of 4 per cent over the year although in this case there is less evidence of a continuing increase in the demand for the finished product.

Labour-Management Relations

FOR industry as a whole, wage increases granted in recent settlements have generally been for amounts of less than 10 cents per hour. This was the prevailing pattern in the six-month period since last October; reports of recent settlements in key industries such as pulp and paper and construction also indicate the same trend.

At mid-June, negotiations were still in progress in some basic industries where wage increases and/or other benefits were being sought by the unions; these industries included automobile manufacturing, metal mining, primary steel, logging and sawmilling.

The amount of time lost through work stoppages arising out of collective bargaining remained at a normal level during May.

Labour Unity

At the 70th annual convention of the Trades and Labour Congress of Canada, held last month in Windsor, delegates approved unanimously the proposed agreement (L.G., May, p. 493) merging their congress with the Canadian Congress of Labour. If the latter congress follows suit at its October convention, the two congresses will join forces in 1956 to form a new Canadian Labour Congress that will have nearly one million members.

Current Settlements and Negotiations

Automobiles – Early this month the United Automobile Workers reached an agreement providing a limited guaranteed wage plan with Ford and General Motors, two of the three largest automobile producers in the United States. In the meantime, the Canadian local of the union continued its current contract negotiations with General Motors of Canada, Limited, at Oshawa, in which a guaranteed annual wage was one of the main union demands.

Terms of settlements reported between the union and Ford and General Motors in the United States contained a modified form of the union's original plan (L.G., May, p. 494). Under the three-year agreement reached, the company will, effective June 1956, supplement unemployment insurance benefits up to 65 per cent of the average take-home pay of laid-off employees for the first four weeks of lay-off and 60 per cent thereafter. The plan will be financed entirely by the company from a fund built up at the rate of 5 cents per hour worked. The guarantee will hold for a maximum of 26 weeks of lay-off depending upon the employees' length of service and the financial position of the trust fund. Other benefits were also included in the American contracts.

Pulp and Paper – Three new settlements were reached in May covering more than 4,000 pulp and paper workers in Ontario and Quebec represented by AFL-TLC unions. Terms of settlement at the Ontario-Minnesota Pulp and Paper Company, the Wayagamack division of Consolidated Paper Corporation and the Anglo-Canadian Pulp and Paper Mills are similar to those reached earlier by a number of companies (L.G., May, p. 404.) The new agreements include a 5-per-cent general

increase in wage rates, increased shift differentials and fringe benefits. Negotiations are still in progress between the management of other firms and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers and a group of other AFL-TLC unions. In Quebec, CCCL syndicates are representing workers in a number of negotiations. This year, negotiations are being conducted on a single-company basis instead of on a group basis as in past years.

Construction – Wage increases of less than 10 cents per hour were provided in a number of recent settlements in the construction trades. A new one-year agreement, covering eight trades in Halifax, includes a wage increase of 8 cents per hour. In Toronto, carpenters have agreed to a new agreement, also for one year, that increases wage rates by 5 cents per hour. Some 5,000 carpenters in British Columbia are covered by a new two-year master contract. The terms of settlement include an increase in vacation pay from 2 to 4 per cent of annual earnings. No initial wage-rate increase was provided in the agreement but a 3-cent-per-hour increase becomes effective after the first year. At the time of writing, negotiations were still in progress over similar terms to cover an additional 3,000 carpenters in Vancouver, New Westminster and the Fraser Valley who are in a separate bargaining unit. Under the terms of another new two-year agreement covering approximately 1,000 painters in Vancouver, wage rates have been increased by 4 cents per hour this year, with a further 3-cent increase scheduled for next year.

Hotels – New agreements have been reached between the Canadian National Railways and the Canadian Pacific Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). The settlements affect some 4,000 employees in 11 hotels at Victoria, Vancouver, Banff, Calgary, Jasper, Saskatoon, Winnipeg, Ottawa and Quebec City. Terms of the two-year contracts provide a wage increase of 2 per cent, effective June 1, 1955, and a further increase of 1 per cent after one year. Paid vacations were also increased from two to three weeks after 15 years of service.

Work Stoppages

Slightly more time was lost through work stoppages in May this year than in April or than in May 1954. Preliminary figures show that 17 work stoppages were in existence during May 1955, involving 3,200 workers and a time loss of 40,550 man-days, compared with 22 stoppages affecting 2,683 workers with a loss of 25,912 man-days in April 1955 and 22 stoppages involving 3,400 workers and a loss of 31,810 man-days in May 1954. Two strikes in the transportation equipment industry and one in the textile industry were responsible for most of the time lost during last May.

Wage Rate Changes, October 1, 1954 to March 31, 1955

According to two separate surveys conducted recently by the Department of Labour, both covering the six-month period between October 1, 1954, and March 31, 1955, present wage rate increases,

where granted, tend to be more or less evenly divided between the less-than-5 and the 5-to-10-cents-per-hour groups.

The first study was based on 245 collective agreements becoming effective during the period under review, from a sample of 1,000 current contracts[1]. The agreements were compared with the agreements previously in effect for changes in wage rates and in other working conditions.

Approximately 70 per cent of the 245 new agreements examined included an increase in wage rates; a further 8 per cent provided for some form of improvement in working conditions while maintaining the same wage rates. Of 171 agreements providing wage increases, 45 per cent included increases ranging from 5 to 9.9 cents per hour, and 44 per cent included increases amounting to less than 5 cents per hour (See Table 1).

Table 1 – Wage-Rate Increases Provided in 171 Collective Agreements of 245 becoming effective between October 1, 1954, and March 31, 1955

Wage Rate Increases	Number of Agreements	
	No.	Per Cent
Up to 4.9 cents per hour	75	43.9
5 – 9.9 " " "	77	45.0
10 – 14.9 " " "	14	8.2
15 – 19.9 " " "	5	2.9
Total	171	100.0

The second survey was based on a sample of about 1,100 establishments across Canada, representing the following industries: logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade, and personal service. Both unionized and non-unionized plants were included.

The sample was designed to reveal the extent of general changes in wage rates for non-office employees in the above-mentioned industries. For purposes of analysis, a wage change affecting more than 50 per cent of the non-office employees in the establishment was considered a "general" one. An establishment was placed in the "no change" category if either no wage changes occurred during the six-month period or if such changes as did occur affected 50 per cent or less of the non-office employees.

A breakdown of establishments granting general increases is provided in Table 2, which shows that almost 50 per cent of the general increases were for amounts of less than 5 cents an hour. Only 8 per cent of the general increases were for 10 cents or more.

Table 2 – General Increases in Wage Rates Between October 1, 1954, and March 31, 1955, in 191 Establishments

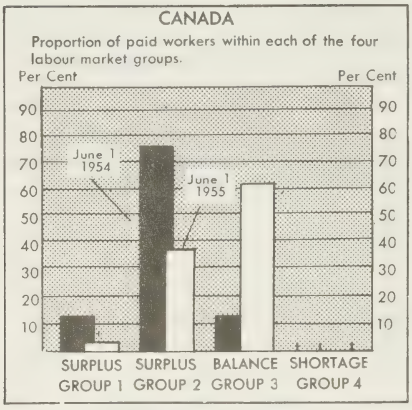
Amount of General Increase in Cents per Hour	Per Cent of Establishments
Less than 5	42
5	29
5.1 – 9.9	21
10	2
10.1 – 14.9	4
15 and over	2
	100

Most of the establishments replying to the survey (82 per cent) granted no general increase in wage rates to non-office employees in the period under review. It should be noted, of course, that many firms deal with wages (through collective bargaining or otherwise) at other times of the year than in the six-month survey period. No general decreases occurred in the period under study.

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[1]The full text of this study will appear in the July issue of the *Labour Gazette*.

Manpower Situation in Local Areas



THE seasonal upturn in employment that began early in April accelerated during May, reducing labour surpluses in nearly all areas across the country. Of the 109 areas examined, 75 were reclassified during the month; 34 from the substantial to the moderate surplus category, 39 from moderate surplus to balance and two from the substantial surplus to the balanced category. All regions showed improvement but most of the shifts from the substantial to the moderate surplus category were in the Atlantic and Quebec regions, while the majority of those from moderate surplus to balance were in the Ontario and Prairie regions.

As a result of increased employment opportunities during the past two months, the labour market situation was in balance or near balance in a considerably larger number of areas than a year ago. Among the significant factors responsible for the movement of a large number of metropolitan and industrial areas into the balanced category were strengthening in the manufacturing industries and the buoyancy of construction. By the beginning of June, 7 of the 11 metropolitan areas and 7 of the 27 major industrial areas (largely in the heavily industrialized parts of Ontario) were in balance. Windsor and Hamilton came into balance for the first time in more than 18 months and many of the other industrial areas currently in balance had labour surpluses throughout 1954.

At June 1, 1955, 45 areas (representing 61 per cent of total paid workers) had approximately balanced labour markets, compared with 23 a year ago (representing 12 per cent).

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	June 1 1955	June 1 1954	June 1 1955	June 1 1954	June 1 1955	June 1 1954	June 1 1955	June 1 1954
Metropolitan	–	2	4	8	7	1	–	–
Major Industrial	2	6	18	19	7	2	–	–
Major Agricultural	1	1	5	5	8	8	–	–
Minor	6	12	28	33	23	12	–	–
Total	9	21	55	65	45	23	–	–

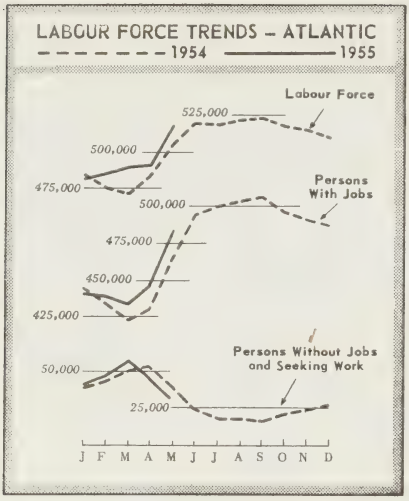
* See inside back cover, April *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS,

June 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		→ QUEBEC – LEVIS → ST. JOHN'S → VANCOUVER – NEW WESTMINSTER Winnipeg	→ CALGARY → EDMONTON → HAMILTON → MONTREAL → OTTAWA – HULL → TORONTO → WINDSOR	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000: 60 per cent or more in non-agricultural activity)	Corner Brook New Glasgow	Brantford → CORNWALL → FORT WILLIAM – PORT ARTHUR → FARNHAM – GRANBY Guelph Halifax → JOLIETTE → LAC ST. JEAN → MONCTON Peterborough → ROUYN – VAL D'OR Saint John Sarnia → SHAWINIGAN FALLS Sherbrooke Sydney Timmins – Kirkland Lake → TROIS RIVIERES	Kingston → KITCHENER → LONDON → NIAGARA PENINSULA → OSHAWA → SUDBURY → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000: 40 per cent or more in agriculture)	Rivière du Loup	→ CHARLOTTETOWN Chatham → PRINCE ALBERT Red Deer → THETFORD–MEGANTIC–ST. GEORGES	→ BARRIE → BRANDON → LETHBRIDGE → MOOSE JAW → NORTH BATTLEFORD → REGINA → SASKATOON → YORKTON	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton Gaspé Montmagny Prince George Rimouski	→ BEAUHARNOIS Belleville – Trenton → BRACEBRIDGE Chilliwack → CRANBROOK → DAUPHIN Drumheller Drummondville Dawson Creek → EDMUNDSTON → FREDERICTON → GRAND FALLS → KAMLOOPS Medicine Hat → NEWCASTLE Owen Sound Pembroke → PORTAGE LA PRAIRIE → QUEBEC – NORTH SHORE → SOREL → STE. AGATHE – ST. JEROME → ST. STEPHEN → SUMMERSIDE Truro → VALLEYFIELD → VICTORIAVILLE → WOODSTOCK, N.B. → YARMOUTH	Brampton → BRIDGEWATER → CENTRAL VANCOUVER ISLAND → GALT → GODERICH → KENTVILLE → LACHUTE – STE. THERESE → LINDSAY → LISTOWEL → NORTH BAY → OKANAGAN VALLEY → PRINCE RUPERT → SAULT STE. MARIE → SIMCOE → ST. HYACINTHE → ST. JEAN Stratford St. Thomas → SWIFT CURRENT → TRAIL – NELSON → WALKERTON → WEYBURN → WOODSTOCK – INGERSOLL	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



EMPLOYMENT increased sharply again in the Atlantic region, during May, principally because of increasing requirements for workers in seasonal industries. In some industries, however, employment expanded more rapidly than usual for the season; this was particularly true of logging, which showed more buoyancy than a year ago owing to stronger demand for lumber and pulpwood. Land clearing and grubbing at the Gagetown, N.B., army site required more workers than were available in the area during the month. The estimated number of persons with jobs reached a total of 484,000 at May 21, 1955, an increase of 38,000 from a month earlier and 18,000 from a year earlier. Unemployment fell by about the usual amount during the month, although the initial decline occurred earlier this spring than last.

The upward trend in employment reduced labour surpluses in all areas in the region during May and 13 of the 21 in the region required reclassification. Two areas moved into balance – one from the substantial and one from the moderate labour surplus categories – and 11 moved into the moderate from the substantial labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 2 (1); in the moderate surplus category, 15 (14); and in the substantial surplus category, 4 (6).

Local Area Developments

St. John's (metropolitan). Reclassified from Group 1 to Group 2. Unemployment declined rapidly in this area during May and was lower by the end of the month than at same time last year. Construction and logging showed the most improvement and were principally responsible for the decline in unemployment.

Moncton (major industrial). Reclassified from Group 1 to Group 2. All major activities in the area recorded increased labour requirements during May. Total employment by the end of the month was notably higher than a year earlier, the year-to-year improvement being most marked in the logging industry. Demand for loggers was particularly strong owing to improved markets for pulp, long lumber and pit props. Reflecting the general pick-up in employment, wholesale and retail establishments showed a heavy volume of sales, particularly in such lines as furniture, building materials, farm equipment and luxury items.

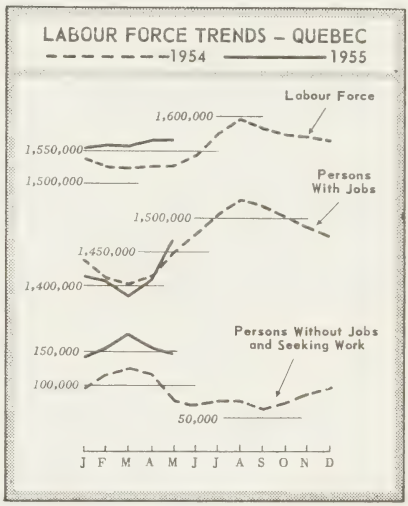
Charlottetown (major agricultural). Reclassified from Group 1 to Group 2.

Edmundston, Fredericton, Grand Falls, Newcastle, St. Stephen, Summerside, Woodstock and **Yarmouth** (minor). Reclassified from Group 1 to Group 2.

Kentville (minor). Reclassified from Group 1 to Group 3.

Bridgewater (minor). Reclassified from Group 2 to Group 3.

QUEBEC



THE normal spring upswing in employment gathered momentum in the Quebec region in May and by the end of the month proved strong enough to reduce the labour surpluses below year-ago levels in all but a few local areas. Almost all occupations were affected by this reduction, particularly those connected with construction, navigation, truck transportation, logging and sawmilling. The log drive was in progress throughout the province and the lifting of restrictions on highway transportation increased employment. Seeding was delayed by wet and cool weather in the northern and eastern parts of the region but in other sections it was proceeding normally.

The number of persons with jobs at May 21 in Quebec was estimated at 1,469,000, an increase of 58,000 from April 23 and of 19,000 from May 22, 1954. Payroll statistics show that at the beginning of March almost all non-agricultural industries in this region, except certain parts of manufacturing, showed employment increases over the same date a year earlier. Employment in transportation equipment, iron and steel products, textiles, clothing and leather products was below that at March 1, 1954.

Eighteen of the 24 local areas in the region were reclassified during the month; four from the moderate surplus to the balanced category and 14 from the substantial to the moderate labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in the balanced category, 4 (-); in the moderate surplus category, 16 (14); and in the substantial surplus category, 4 (10).

Local Area Developments

Montreal (metropolitan). Reclassified from Group 2 to Group 3. A sudden upsurge in construction, coupled with substantially increased port and transportation activity, seems to underlie the improvement in this area. Manufacture of building materials and of food and beverages was at high levels. Textile manufacturing was busier than had been expected earlier in the year but employment in aircraft and shipbuilding was much below year-earlier levels.

Quebec-Levis (metropolitan). Reclassified from Group 1 to Group 2. An increase in construction and transportation operations added to the log drive improved employment conditions but the number of persons without jobs was still above year-earlier levels at the end of May.

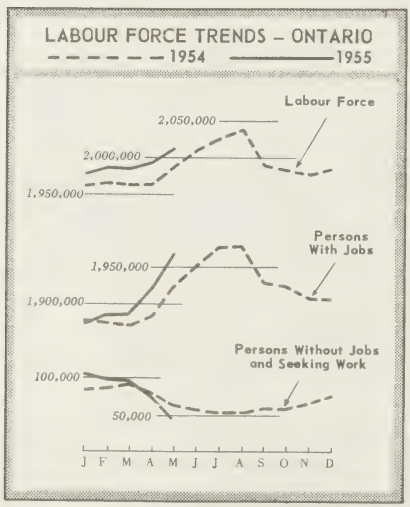
Lac St. Jean, Farnham-Granby, Joliette, Rouyn-Val d'Or, Shawinigan Falls, Trois Rivières (major industrial). Reclassified from Group 1 to Group 2. The log drive, relaxation of spring restrictions on truck transportation and increased activity in construction were the factors mainly responsible for the increase in employment opportunities in these areas. In a few areas the beginning of the tourist season also helped to increase the demand for labour.

Thetford-Megantic-St. Georges (major agricultural). Reclassified from Group 1 to Group 2. Normal seasonal changes in construction, forestry and the tourist business account for the reclassification of this area.

Beauharnois, Quebec North Shore, Ste. Agathe-St. Jérôme, Sorel, Valleyfield, Victoriaville (minor). Reclassified from Group 1 to Group 2.

Lachute-Ste. Thérèse, St. Hyacinthe, St. Jean (minor). Reclassified from Group 2 to Group 3.

ONTARIO



CONTINUED strengthening in some manufacturing industries together with heavy seasonal hiring for construction and agriculture brought many Ontario labour market areas into approximate balance during May. The number of persons with jobs in the region increased by 48,000 during the month to an estimated total of 1,969,000, about 83,000 higher than the winter low in February. Last year the number employed increased by only about 51,000 from the winter low to 1,922,000 at the end of May. Part of the increase in employment consisted in additions to the labour force but there was also a substantial decline in unemployment, which was well below last year's.

The high level of construction activity this spring was largely responsible for the rapid employment increase. Increased automobile production, with the resultant increase in the production of rubber, iron and steel and in other feeder industries, was also a major contributor to the employment upswing. Most other manufacturing industries have been increasing employment only very gradually, the slight increases in some being partially offset by declines in others.

The rapid increase in employment opportunities brought 19 additional areas into balance during the month and reduced surpluses in two other

areas from substantial to moderate proportions. At June 1, the classification of the 34 areas in the region was as follows (last year's figures in brackets): in balance 23 (11); and in the moderate surplus category, 11 (20). Last year, three areas were in the substantial surplus category.

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 2 to Group 3. A shortage of some construction tradesmen and of experienced farm workers developed during the month. Engineers remained in short supply. The steady increase in manufacturing brought the area into balance for the first time in a year and a half.

Ottawa–Hull (metropolitan). Reclassified from Group 2 to Group 3. Construction activity continued to increase during May. Farm requirements were being met with the help of workers from the Maritimes.

Toronto (metropolitan). Reclassified from Group 2 to Group 3. Demand for construction tradesmen was continuing strong, most requirements being filled locally. Employment trends in the manufacturing industries varied widely. Textiles, radio and television manufacturing were slow, while rubber and wood products plants were operating at capacity. Trends in the heavy industries varied from plant to plant.

Windsor (metropolitan). Reclassified from Group 2 to Group 3. Automobile production was continuing at top speed and employment increased in the construction, chemicals and beverage industries. At June 1, the area was in the balanced category for the first time since August 1953.

Cornwall (major industrial). Reclassified from Group 1 to Group 2. Manufacturing employment remained fairly stable. The beginning of work on the St. Lawrence Seaway reduced the labour surplus.

Kitchener, London, Niagara Peninsula, Oshawa and **Sudbury** (major industrial). Reclassified from Group 2 to Group 3.

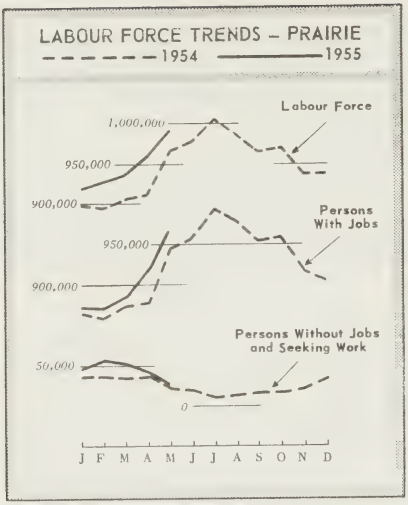
Barrie (major agricultural). Reclassified from Group 2 to Group 3.

Bracebridge (minor). Reclassified from Group 1 to Group 2.

Galt, Goderich, Lindsay, Listowel, North Bay, Sault Ste. Marie, Simcoe, Walkerton and **Woodstock-Ingersoll** (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

DESPITE heavy rainfall and the recurrence of cool weather, the Prairie region underwent further employment expansion in outdoor activities during May. By May 21, the number of persons with jobs was estimated to be 967,000, which was 46,000 above the total for the previous month and 22,000 above that of a year earlier. Farm activities showed the most marked improvement and for the second consecutive month employment in this sector increased more rapidly than a year ago. Non-farm employment increased slowly, the increase being notably smaller than a year earlier, owing in part to the smaller volume of construction. While construction activity in the large urban centres compared favourably with last year, very little building had begun in the rural areas.



Unemployment declined sufficiently in the region during May to warrant the reclassification of all but five of the 20 areas. Four areas were reclassified from the substantial to the moderate labour surplus category and 11 from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance 11 (10); and in the moderate surplus category, 9 (9). Last year one area was in the substantial surplus category.

Local Area Developments

Edmonton (metropolitan). Reclassified from Group 2 to Group 3. Unemployment fell sharply during the month as labour requirements increased in almost all industries in the area. Demand for farm workers was strong. The rise in non-farm employment during the month was most marked in the construction industry, although manufacturing, trade and service establishments were busier than a month earlier. Employment continued above last year's levels in all major industry groups.

Calgary (metropolitan). Reclassified from Group 2 to Group 3. Labour shortages were developing in some occupations as a result of marked increases in both farm and non-farm employment. Demand for farm help was heavier than in the previous two years. With the exception of power machinery operators, who were in short supply, orders were being filled. Activity in the building trades increased rapidly during the month, the volume of residential and commercial construction undertaken since the beginning of the year being markedly higher than last year. Demand for skilled tradesmen was particularly strong and painters, plumbers, plasterers and finishing carpenters were becoming scarce.

Winnipeg (metropolitan). Remained in Group 2. Further expansion in the construction industry absorbed a large number of unemployed tradesmen and labourers. At the same time manufacturing and wholesale and retail trade showed some improvement. Total employment in the area was slightly higher than a year ago.

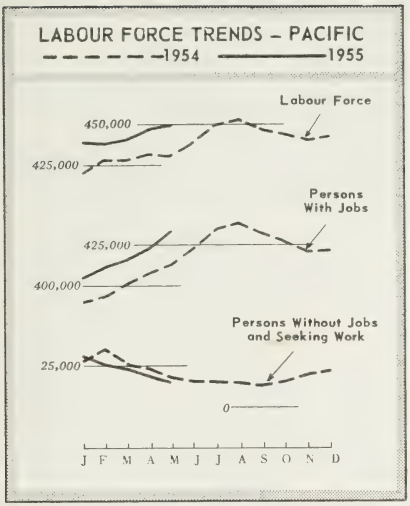
Fort William-Port Arthur (major industrial). Reclassified from Group 1 to Group 2. Approximately 2,500 workers returned to woods employment during May, bringing the total number of loggers employed in the area to 4,000.

Brandon, Lethbridge, Moose Jaw, North Battleford, Regina, Saskatoon and **Yorkton** (major agricultural). Reclassified from Group 2 to Group 3.

Prince Albert (major agricultural). Reclassified from Group 1 to Group 2.

Swift Current and **Weyburn** (minor). Reclassified from Group 2 to Group 3.

Dauphin and **Portage La Prairie** (minor). Reclassified from Group 1 to Group 2.



EMPLOYMENT in the Pacific region showed a substantial increase during May, the most marked improvements occurring in logging, sawmilling, construction, agriculture and transportation. Some improvement also occurred in manufacturing and in mining, where the upward trend of base metal prices resulted in increased requirements for underground and surface workers. As a result of the increased activity in these and other industries, the estimated number of persons with jobs rose to 435,000 in the week ended May 21. This was 11,000 higher than in April and 23,000 higher than at May 22, 1954.

In most local areas, logging and sawmilling operations were gradually increasing towards peak production for the year, although adverse weather conditions and log shortages were hampering activity in some of them.

During the month, eight of the ten labour market areas in the region were reclassified – three from the substantial to the moderate labour surplus category, four from the moderate to the balanced category, and one from the substantial to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance 5 (1); in the moderate surplus category, 4 (8); and in the substantial surplus category, 1 (1).

Local Area Developments

Vancouver – New Westminster (metropolitan). Reclassified from Group 1 to Group 2. Logging, lumbering and construction approached peak levels for the season. Manufacturing activity, notably in the metal trades and the clothing industry, continued to increase. Mining was busier as a result of higher base metal prices.

Victoria (major industrial). Reclassified from Group 2 to Group 3. Most logging operators attained full-scale production and nearly all woodsworkers were employed. Sawmills were operating at close to capacity. There was a substantial increase in the demand for construction workers. Shipyards, too, were busy.

Okanagan Valley (minor). Reclassified from Group 1 to Group 3, largely as a result of improved labour demand in logging, lumbering, construction, transportation and agriculture.

Cranbrook (minor). Reclassified from Group 1 to Group 2. The main reason for this improvement was the increased demand for workers in the logging, lumbering and construction industries.

Central Vancouver Island, Prince Rupert and **Trail-Nelson** (minor). Reclassified from Group 2 to Group 3.

Kamloops (minor). Reclassified from Group 1 to Group 2, mainly because of greater labour requirements in logging, lumbering and road construction.

Current Labour Statistics

(Latest available statistics as of June 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	May 21	5,537,000	+ 1.6	+ 2.3
Persons with jobs	May 21	5,324,000	+ 3.9	+ 2.5
At work 35 hours or more	May 21	4,763,000	+ 2.7	+ 0.3
At work less than 35 hours	May 21	455,000	+23.0	+ 29.3
On short time	May 21	37,000	+12.1	- 15.9
Usually work less than 35 hours	May 21	227,000	- 2.2	+ 1.3
Other reasons	May 21	191,000	+81.9(1)	+127.4(1)
With jobs but not at work	May 21	106,000	- 9.4	+ 11.6
Laid off full week	May 21	11,000	-21.4	+ 10.0
Other reasons	May 21	95,000	- 7.8	+ 11.8
Paid workers	May 21	4,059,000	+ 4.2	+ 4.1
In agriculture	May 21	124,000	+24.0	0.0
Non-agricultural	May 21	3,935,000	+ 3.7	+ 4.2
Persons without jobs and seeking work	May 21	213,000	-34.9	- 2.3
Registered for work, NES (b)				
Atlantic	May 19	42,711	-44.0	- 9.9
Quebec	May 19	115,233	-43.0	- 0.5
Ontario	May 19	93,621	-35.8	- 15.1
Prairie	May 19	48,802	-41.1	+ 1.2
Pacific	May 19	32,011	-35.2	- 12.0
Total, all regions	May 19	332,378	-40.3	- 7.2
Ordinary claims for Unemployment Insurance benefit	May 1	318,463	-21.7	- 5.9
Amount of benefit payments (2)	April	$33,775,066	-25.7	+ 13.2
Industrial employment (1949=100)	March 1	105.6	- 0.2	- 0.9
Manufacturing employment (1949=100)	March 1	105.6	+ 1.9	- 2.5
Immigration	1st. qtr.	17,627	-	- 37.6
Industrial Relations				
Strikes and lockouts — days lost	May	40,550	-	+ 13.5(c)
No. of workers involved	May	3,200	-	+ 4.4(c)
No. of strikes	May	17	-	- 33.3(c)
Earnings and Income				
Average weekly wages and salaries	March 1	$60.89	+ 1.2	+ 2.8
Average hourly earnings (mfg.)	March 1	$ 1.44	+ 0.6	+ 2.1
Average hours worked per week (mfg.)	March 1	41.2	+ 0.5	+ 0.2
Average weekly earnings (mfg.)	March 1	$59.12	+ 1.0	+ 2.3
Consumer price index (av. 1949=100)	May 1	116.4	+ 0.3	+ 0.8
Real weekly earnings (mfg. av. 1949=100)	March 1	122.2	+ 1.3	+ 1.8
Total labour income $000,000	February	990	+ 0.6	+ 4.2
Industrial Production				
Total (average 1935-39=100)	March	250.6	+ 1.2	+ 5.8
Manufacturing	March	258.0	+ 1.7	+ 3.2
Durables	March	316.0	+ 3.2	+ 3.6
Non-Durables	March	220.9	+ 0.3	+ 2.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.
(b) See inside back cover, April *Labour Gazette*.
(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.
(1) Religious holiday occurred during Survey week.
(2) Includes supplementary benefit payments made to April 15, at which time these benefits terminated.

Notes of Current Interest

TLC-CCL Unity Committee Approves Merger Terms

Terms under which 1,000,000 Canadian workers will be joined in a single labour federation were approved May 9 by members of the Trades and Labour Congress of Canada and the Canadian Congress of Labour unity committee.

"The agreement as it will be placed before the conventions has been approved unanimously by the committee," Secretary-Treasurers Gordon Cushing of the TLC and Donald MacDonald of the CCL announced at the end of the one-day meeting.

The amalagamation terms include a proposal that a founding convention of the merged federation be held as early as possible in 1956. Before that, the provisions will have to be ratified by the TLC convention that was meeting in Windsor starting May 30 and by the CCL convention in Toronto October 10.

The two Secretary-Treasurers announced that the unity committee had agreed on everything that could be disposed of in advance of the two conventions. The proposed constitution for the new organization will be presented to the founding convention for approval.

Among the matters agreed upon by the committee were the following:—

The name of the new federation: Canadian Labour Congress.

The general set-up of the federation.

Methods of financing.

The holding of biennial conventions.

Establishment of an executive council of 16, consisting of a president, an executive vice-president, a secretary-treasurer and 13 vice-presidents. The merged congress will have two honourary presidents—one from the TLC and one from the CCL.

A meeting, in alternate years to conventions, of a general board of about 130 members consisting of the leading officers of the national, international and provincial organizations along with the executive.

That provincial federations and labour councils now affiliated with the TLC or the CCL be urged to amalgamate as soon as possible with the specification that such mergers take place within two years of the founding convention of the national organization.

AFL-CIO Unity Committee Agrees on Constitution

Agreement was reached May 2 on a constitution that will govern a combined organization of 15,000,000 workers in the United States when members of the joint American Federation of Labour and Congress of Industrial Organizations unity committee, meeting in Washington, gave their approval to the charter. Formal and final approval of the constitution has been set for the week of December 5 when the two labour bodies meet in New York City to conclude amalgamation plans.

(The CIO Executive Board on May 7 approved the proposed constitution.)

The joint unity committee described the new constitution as follows:

It recognizes the equal status of craft and industrial unions. It offers a closed-door policy to unions controlled or directed by Communist or other totalitarians. It promotes democratic unionism.

It recognizes that all workers, whatever their race, colour, creed or national origin, are entitled to share fully in the benefits of trade unionism.

It provides effective remedies for keeping the new organization free of both corruption and totalitarianism, and for quick and effective penalties against unions which fail to measure up to the high ethical and moral standards to which the public has a right to expect of our affiliated organizations.

It is our belief that this constitution, an amalgam of the best of the CIO and the AFL constitution, is without peer as a fundamental charter for a democratically dedicated labour federation.

It is a measure of the spirit of unity which has been uppermost in the minds of the representatives of both the CIO and the AFL that this constitution was so quickly worked out by our committee. We firmly believe that it keeps faith with the hopes and best interests of the men and women of labour and all the citizens of this great country. We feel certain it will be ratified by the executive bodies and conventions of our two organizations.

Under the terms of the new constitution, the merged organization is pledged to "combat resolutely the forces which seek to undermine the democratic institutions of our country and to enslave the human soul".

Concerning the problem of membership raiding, the new charter states that "the integrity of each such affiliate of this

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federation shall be maintained and preserved". Complaint procedure is set up with final action vested in the biennial convention.

In order to carry out the provisions prohibiting discrimination, the constitution calls for a committee on civil rights that "shall be vested with the duty and responsibility to assist the executive council to bring about at the earliest possible date the effective implementation of the principles stated in the constitution of non-discrimination".

With respect to racketeering and totalitarian influences, the constitution calls for an investigation of the affiliate concerned, following which it may be suspended by a two-thirds vote of the Executive Council. Supplementing this provision, the constitution provides that "the committee on ethical practices shall be vested with the duty and responsibility to assist the executive council in carrying out the constitutional determination of the Federation to keep the Federation free from any taint of corruption or communism".

Employment in U.S. Reaches Peak for April

Employment reached a new record level for April in the United States, the number of jobs increasing by 1,200,000, according to a report issued by the Census Bureau of the Department of Commerce on May 6. Total employment is estimated at 61,685,000, an increase of 138,000 over the previous record established in April 1953 and about 100.000 higher than in April 1954.

Unemployment declined by 200,000 during the month to a total of 2,962,000, the first time this year that the number of jobless has fallen below the 3,000,000 figure. In March, unemployment had totalled 3,176,000 and in April 1954, those out of work numbered 3,465,000.

The report said that unemployment did not fall as much as employment rose because of the large number of persons entering the labour force. In the previous month these persons, about 900,000, had not been counted either as employed or unemployed.

Unemployment amounted to 4·6 per cent of the labour force, compared with five per cent in March and 5·4 per cent in April of last year.

Largest employment gains were recorded in agriculture and construction, both seasonal industries, plus lines in trade and services that also expand in the spring.

Factory employment rose by 40,000 during the month to 16,200,000. Such employment has declined sharply between March and April in seven of the eight preceding post-war years. The April figure was 300,000 higher than the corresponding month in 1954.

1st Quarter Immigration Less Than Year Earlier

During the first three months of this year 17,627 immigrants were admitted to Canada, compared with 28,223 for the same period in 1954, according to a quarterly bulletin issued by the Department of Citizenship and Immigration.

The two largest national groups among the immigrants were those from the British Isles and from Italy. British newcomers numbered 4,356 and Italians 4,418. In the first quarter of 1954, 7,882 British immigrants and 6,156 Italian immigrants entered Canada.

Housing Completions in 1st Quarter Jump 20%

Boosted by a 31-per-cent increase in March, the number of new housing units completed in Canada jumped almost 20 per cent in the first quarter this year to 24,313 from 20,327 in the first three months of 1954, according to figures released by the Dominion Bureau of Statistics. March completions numbered 7,732 as against 5,896 last year.

The number of new dwelling units started was down 14 per cent in March to 4,879 from 5,682 last year but first-quarter starts were nearly 10 per cent above the 1954 level at 12,848 versus 11,722. Still under construction at the end of March were 57,960 units, 6,890 or more than 13 per cent more than on the same date last year.

Housing Activity in U.S. Sets 1st Quarter Record

Non-farm housing starts in the United States rose seasonally in March to 117,000, completing the most active first quarter on record, the U.S. Labor Department's Bureau of Labor Statistics has announced.

The 116,000 privately owned units started in March represented an annual rate of 1,407,000 private dwellings, after allowance for seasonal factors.

Housing activity for March and for the first quarter of 1955 was about a fourth higher than in the corresponding early periods of 1954, when the current housing boom was not yet under way. Compared with March in the peak year 1950, the

total number of housing starts last March was about the same, but activity in the first quarter as a whole was 6 per cent higher this year. All but 2,500 of the 295,000 units started during the first three months of this year were privately owned; the public housing total for the corresponding period last year was 4,600, and in 1950 it was 2,800.

Final reports now available show that 1,220,400 new permanent non-farm dwelling units were put under construction in 1954, compared with the Bureau's preliminary estimate of 1,215,500, issued in January 1955. Last year was the second best housing year, with total volume 11 per cent above 1953 but 13 per cent below the 1950 record of 1,396,000 housing starts.

Job Prospects Bright For 1955 Graduates

Employment opportunities for this year's university graduates appear to be about as plentiful as a year ago.

More than 17,000 employment openings were recorded by the Executive and Professional Division of the National Employment Service from all sources up to April 30. Of this number, 4,845 were for graduates while the remainder were summer jobs for undergraduates.

Planning for the uncovering of jobs for graduates and undergraduates was begun last autumn. As in previous years, a campaign was carried on during the winter by the mailing of questionnaires to employers likely to hire university students. Returns from the questionnaire up to April 30 had listed a total of 17,192 jobs for both graduates and undergraduates.

Final Figure

While approximately 15,000 students were registered in the university graduating classes of 1955 at the beginning of the 1954-55 term, it is expected that the final graduating figure will be somewhat less. Experience has shown in the past that wastage may cut down the figure by as much as four or five per cent.

Of those who do graduate successfully, the pattern of past years indicates that as many as 10 per cent of these may be returning to university for post-graduate work. Many graduates with bachelor degrees in arts return to college for courses in education, law, medicine, social or library science. Many young women graduates may have plans to get married, while some graduates may have their careers already mapped out.

Reports received to date by the Executive and Professional Division of the National Employment Service indicate that there will not be enough engineering or commerce graduates to meet the demand for their services. The shortage of sufficient commerce graduates may be offset somewhat by those employers who will accept an arts graduate if they cannot obtain a commerce graduate. However, graduates in some of the other courses may experience difficulty in finding the kind of employment for which they are looking.

Starting Salaries

Starting salaries for graduates in 1955 were expected to average about the same as in 1954, of which a few examples of median monthly starting salaries were: engineering (all branches combined), $300; geology, $315; chemistry, $300; forestry, $285; architecture, $285; agriculture, $260; and non-engineering professions combined, $290.

N.Y. Extends Coverage of Unemployment Insurance

A bill passed by the New York State Legislature that extends unemployment insurance coverage to employers of one or more persons on any day instead of four or more persons on 15 days received the Governor's assent May 2.

Under the new Act, coverage will become effective January 1, 1956, to employers of three or more persons on any day; to employers of two or more persons, on January 1, 1957; and to employers of one or more persons, on January 1, 1958.

Domestic workers will continue to be considered separately from an employer's other employees, and the employer will become liable for taxes with respect to his domestic servants only as of any day on which he employed four or more domestic employees.

Canadian TWUA Members Hold Biennial Convention

"Indifference to the demands of the textile industry" was charged by J. Harold Daoust, Canadian Director of the Textile Workers Union of America (CIO-CCL), at the Union's second biennial conference, held in Hamilton May 13 to 15. Mr. Daoust told 150 delegates representing 20,000 Canadian textile workers that the Government has taken no action to protect the industry or workers' jobs and that "Canada alone among the nations of the

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world has tacitly sat back while textile imports have been destroying parts of our industry".

He accused the Government of "deliberately acquiescing to the destruction of our textile industry by allowing the high volume of imports to enter our country". Mr. Daoust said the Government must list the safeguards it proposes for the industry, must introduce changes in the regulations to protect the domestic textile industry against the dumping of foreign goods and must encourage the growth of a stable, efficient, high wage, low-cost industry.

In a formal resolution noting the close association between the amount of textiles dumped into Canada by low-cost countries and unemployment in the industry, the TWUA asked the Government to "re-assess the importation of textile products flooding into Canada and set a quota on the import of various textile products in the light of unemployment in any particular branch of the industry."

The resolution, passed unanimously, urged the Government to instruct its departments and agencies to plan textile orders to supplement private orders and to channel its orders to distressed areas even if the bids were not the lowest.

Mr. Daoust cited a series of examples of the placing in the United States of textile orders by government agencies.

Labour Unity

Talks aimed at complete unity between two of the major textile workers' organizations in Canada will be held as soon as possible as a result of convention approval for Mr. Daoust to begin preliminary negotiations with officers of the 5,000-member United Textile Workers of America (AFL-TLC). In addition, the delegates unanimously endorsed the moves towards unity by the Trades and Labour Congress of Canada and the Canadian Congress of Labour in this country and by the American Federation of Labor and the Congress of Industrial Organizations in the United States (see page 637).

By a vote of 34 to 12, following a lengthy debate, the delegates rejected a resolution endorsing the principle that the Canadian Director of the TWUA be elected rather than appointed by the executive board of the international union.

John Whitehouse, Chairman of the resolutions committee, who supported rejection of the resolution, pointed out that the convention did not have the constitutional power to recommend the change that would be needed in the international union's constitution before Canadian members could elect their own director. Mr. Whitehouse, Mr. Daoust and his assistant, E. C. Cluney, all strongly recommended that the Cornwall local that submitted the resolution forward such a suggested change to the international convention scheduled for 1956.

Political action on behalf of either labour or Co-operative Commonwealth Federation candidates in municipal, provincial and federal elections was promised by the convention when the delegates unanimously endorsed a series of four resolutions calling for activity in this field. Mr. Daoust promised that he would "go up and down the country preaching the defeat of the federal Government and advocating the election of a government which will have the best interests of all the people at heart".

In addition, the three-day convention:—

Supported Mr. Daoust's policy to recommend that the 250 workers at the National Hosiery Mills Ltd. in Hamilton go on strike rather than accept a wage cut of from 5 to 20 per cent.

Asked that old age pensions be made payable without a means test.

Reaffirmed its determination to maintain and extend the chain negotiations principle.

Demanded that a clause specifically prohibiting supervisory personnel from replacing members of the bargaining units in production work be written into all future collective bargaining contracts.

Farm Net Income Drops 33 Per Cent in 1954

A sharp decline in farm net income occurred in 1954, largely as a result of poor crops in western Canada. Preliminary estimates by the Dominion Bureau of Statistics place the year's total at $1,125,600,000, down about one-third from the preceding year's $1,699,600,000. The record high of $2,154,500,000 was reached in 1951 and the average for the post-war years (1946-1953) was $1,611,600,000.

The reduction in the 1954 net income was the result of a drop of about 19 per cent in gross farm income far more than offsetting a decline of about 2 per cent in farm operating expenses and depreciation charges. Gross farm income in 1954 at $2,624,700,000 compares with the all-time high of $3,578,500,000 in 1951 and the 1953 estimate of $3,226,700,000. The drop from 1953 was the result of very substantial declines in cash income from the sale of farm products and the value of year-end

changes in farm-held inventories of grains. Income in kind for 1954 was down about 2 per cent from 1953.

Farm operating expenses in 1954 are estimated at $1,501,500,000, about 2 per cent less than the revised 1953 estimate of $1,528,700,000 and 5 per cent below the peak of $1,582,200,000 in 1952. Contributing largely to the reduction in farm operating costs were substantially smaller outlays for rent and hired labour, and somewhat lower expenditures for fertilizers, combine-harvesting, interest on indebtedness and some of the miscellaneous items.

OFL Holds Conference On "Fair Practices"

Establishment of a special branch to administer its Fair Practices legislation was urged on the Ontario Government by Sam Hughes, President of the Ontario Federation of Labour (CIO-CCL), in an address to the Federation's fourth annual Fair Practices Conference, held in St. Catharines April 30 to May 1. Mr. Hughes told the 150 trade unionists in attendance that the proposed branch "should be staffed by people who have had experience in group relations work; people who know the score as far as discrimination is concerned and people who can devote their full time to the job".

The Federation President paid tribute to the federal Department of Labour, which, he said, handles complaints promptly and efficiently in administering its Fair Employment Practices Act and also carries on an educational program explaining the legislation.

Kalmen Kaplansky, Director of the Jewish Labour Committee of Canada, told the conference that there was no division in the field of human rights and that "a united labour movement will fight all racial discrimination and enact legislation against such". He warned Canadians not to ignore the immigrants entering the country, remarking: "Either we accept them as equals or we must find some way to get rid of them. Which is the more practical?"

Understanding of the New Canadian was urged by Brendan Sexton, Director of Education of the United Auto Workers of America (CIO), who told the delegates that "our aim for the kind of society we want must be one of freedom and brotherhood for all".

The essence of democracy as distinct from communism and other forms of totalitarianism is a respect for the individual as such, Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, told the conference.

Human Rights

"People are forgetting that many of the rights we now have—the right to organize, the right to a certain amount of security against unemployment, or against the hardships of old age, and the right to be treated with respect as individuals both on the job and in the community, regardless of our creed or colour—were fought in the labour movement," he said. "Labour has to remain vigilant to protect and enlarge these rights".

Ontario Names Five Rehabilitation Advisers

Five social workers last month were named by Ontario's Welfare Minister Goodfellow to the province's recently formed advisory committee on rehabilitation.

The Minister, who made the announcement at the annual meeting of the Ontario Society for Crippled Children on May 19, said that his committee advisers would be Col. E. A. Baker, Managing Director of the Canadian National Institute for the Blind; John G. Counsell, President and Managing Director, Canadian Paraplegic Association; R. W. Hopper, Executive Director of the Crippled Children's Society; Edward Dunlop, Executive Director of the Canadian Arthritis and Rheumatism Society; and Dr. Glenn Sawyer, Secretary of the Ontario Medical Association.

The committee, along with the newly-appointed Director of Rehabilitation Services, G. C. Price, would work on the co-ordination of rehabilitation work in the province, the Minister said.

5 Times More Women Hold Jobs Than in 1900

Over the half-century from 1901 to 1951, the number of women in gainful occupations in Canada multiplied almost five times, from 238,000 to 1,147,200. The proportion to every 1,000 males gainfully employed rose from 154 to 282.

Women in clerical occupations increased about 25 times, from 12,600 to 314,600.

These facts are presented in a bulletin, *Occupation and Industry Trends in Canada, 1901-1951,* issued by the Dominion Bureau of Statistics. The publication also describes the occupational changes that occurred between 1931 and 1951.

In the 20-year period, the number of women in clerical positions increased two-and-a-half times, from 117,500 to 314,600, with stenographers and typists more than doubling in number, from 65,000 to 133,500.

Sales clerks, during the 20 years, increased from about 45,000 to 95,000.

An increase of 9 per cent was recorded in personal service. Private domestic work showed a sharp decline but the number of waitresses more than trebled.

In the United States, the results of a study by the U.S. Women's Bureau of women's occupational progress during the last decade are contained in a recent bulletin, *Changes in Women's Occupations, 1940-1950.*

The study revealed that in each of the 446 occupations reported in the 1950 census at least some women were represented.

"The presence of women in all occupations, even though their representation is still small in some," states Mrs. Alice K. Leopold, Director of the Women's Bureau, "indicates their growing contribution to the economy of the United States and suggests an increasingly important role for women in the years to come."

Other Facts

Other facts brought out by the study show that the number of women in clerical occupations increased by two million. The number of secretaries, stenographers and typists alone rose by half-a-million.

Women in all operative occupations increased from nearly one million to about three million. The largest increases were in apparel factories, electrical supply plants and laundries.

The number of women editors and reporters doubled. Gains were also recorded in some technical occupations considered unusual for women, such as radio operators, athletes, sports instructors, surveyors and draftsmen.

Women performing general household duties in private homes decreased by almost 3,000.

Job Prospects Improve For Older Women in U.K.

A more favourable attitude towards older women workers is being shown by employers in the United Kingdom, according to Labour Minister Sir Walter Monckton. Speaking to the National Council of Women in London on April 17, he said it was becoming less frequent for employers to give an age when notifying vacancies.

"We know that nowadays many women return to employment in their forties and after having brought up their families. We are sometimes told that customers in the shops prefer younger women as shop assistants. We are told in the manufacturing industries that older women lack the necessary dexterity, or stamina, or keenness of sight. But I think it is easy to exaggerate the difficulties and employers ought not to overlook the corresponding qualities which older women can offer," Sir Walter said.

Three N.Y. Firms Grant 11 Paid Holidays Yearly

Three New York firms provide 11 paid holidays for their employees, it is shown in a survey of collective agreements by the state Department of Labor. Most of the collective agreements studied were negotiated in December 1954 and January 1955 and affected firms employing 50 or more workers.

Seafarers and marine engineers in New York City were granted 49 days' vacation after one year's service under the terms of an agreement concluded in January with a local steamship company. In a similar agreement with the same company, masters, mates and pilots were granted 49 days' vacation after one year's employment. In both cases, the old agreements had provided 42 days.

In the 74 agreements signed in December, an average hourly wage increase of 6·2 cents was provided. In 8 per cent of that month's agreements, there was no provision for a general wage increase and in the remaining agreements, the average hourly increase amounted to 6·7 cents.

N.Y. State Completes Welfare Plan Survey

Three-quarters of New York State's industrial workers are protected by employer-financed welfare plans, it was indicated by a survey made public last month.

The survey, said to be one of the most comprehensive ever undertaken in the health and pension field, took in 4,500,000 workers in factories, offices and other establishments covered by the state's Unemployment Insurance Act.

Most of the welfare programs were established under union-management agreements but some were the product of unilateral action by the employers. The larger a business establishment is, the survey showed, the more likely it is to provide benefits for its employees.

The sharpest contrast between large and small employers was noted in connection with pension benefits. The survey showed that retirement programs covered only 14 per cent of the workers in companies with fewer than 2,500 employees.

Two-thirds of the State's industrial work force get life insurance through an employer-paid program; 60 per cent get hospital insurance; 58 per cent surgical benefits; 47 per cent pensions; 32 per cent medical insurance and an equal percentage accidental death insurance.

Type of Plan

Almost 2,500,000 employees are covered by plans providing hospital and surgical benefits, plus life insurance. Nearly 500,000 have every type of protection covered in the survey. In individual industry groups, the proportion of coverings ranged from 96 per cent in steel mills to 53 per cent in construction and 52 per cent in the service trades.

1954 Operating Income Of Railways Down 39%

A sharper drop in revenues than in expenses cut the net operating revenues of Canada's 17 largest railways by more than 29 per cent last year and operating income by more than 39 per cent, the Dominion Bureau of Statistics has reported.

Net operating revenues fell 9 per cent to $1,087,062,332 from $1,194,711,157 in 1953, mainly as a result of a $100,000,000 decrease in freight revenues to $865,570,274. Operating expenses were reduced by about 7 per cent to $1,013,914,299 from $1,091,518,257, with decreases of $39,000,000 to $473,530,776 in transportation expenses and $26,000,000 to $225,765,970 in maintenance of equipment. This left a net operating revenue of $73,148,033 versus $103,192,900 in 1953. Operating income amounted to $34,150,474 versus $56,132,302.

Revenue freight carried dropped more than 7 per cent to 156,739,694 tons last year, and freight ton miles fell nearly 11 per cent to 58,053,053,000. The number of passengers decreased by slightly more than 1 per cent to 28,188,777 and passenger miles by more than 4 per cent to 2,857,872,000.

The railways employed 184,469 versus 199,937 in the preceding year, and the payroll amounted to $630,964,767 versus $691,519,990.

N.Z. Concerned About Over-Full Employment

In New Zealand at the beginning of 1955 each unemployed person had a choice of 384 jobs. A year before he had only 162 jobs to select from.

Throughout the country there are only 35 persons registered as "disengaged"—28 men and seven women. Against this there are 13,450 notified vacancies—and many thousands more which employers have not bothered to report because it brings them little help.

The largest city in the country, Auckland, has only three unemployed and 2,287 job vacancies notified. Wellington, the second largest city, did not have a single unemployment registration in 1954.

The situation is causing concern in New Zealand. This was reflected at the annual conference of the Associated Chambers of Commerce. One speaker said: "I doubt if the extent of over-full employment is appreciated by the average person or even the average businessman.

"At present we see every day the situation of one employer bidding against another for staff. This is a luxury we cannot afford. The cost to our economy is too high."

Another said: "The cost of living is higher than ever because of conditions arising from over-full employment, including reduced work output and the bidding for labour. It has resulted in lessening of the margin of reward for skill and it has brought social problems through easy money for young people."

The Chambers of Commerce conference decided to recommend that the government re-examine its immigration policy and study proposals for employing the available labour to the best advantage.

N.Y. Group Issues Study of Antigonish Movement

The Student League for Industrial Democracy, New York, has recently published a booklet, *The Quiet Revolution,* which is a study of the Antigonish Movement which began at St. Francis Xavier University in Nova Scotia just after the First World War.

The booklet forms part of the SLID's educational program for increasing democracy in the economic, political and cultural spheres of life. The Student League for Industrial Democracy is one of the oldest campus political societies in the United States.

The Antigonish Movement is based on the building up of trade unions, co-operatives and study groups. It is first and foremost, the booklet states, an adult education movement. Its purpose is to build people, both individually and as part of a group, and to make them responsible and functioning citizens in the community.

The opinion was expressed, in a review of the booklet, that the Antigonish Movement might well set a pattern which may some day be followed by missionaries throughout the world; it is a program which, the review said, could be effectively utilized in the fight against the tyrannies of Soviet imperialism and of poverty.

Many Govt. Departments Joining PSI Medical Plan

A pre-paid group medical services plan, whose schedule of rates paid to medical doctors for service to its subscribers is based on fees approved by the Ontario Medical Association, has enrolled members in 14 federal government departments, including the Department of Labour.

The plan, Physicians' Services Incorporated, is complementary to those covering hospitalization expenses. Sponsored by the Ontario Medical Association, PSI covers expenses for medical treatment and services both in and out of hospital, including diagnosis, consultations, operations, anaesthesia, inoculations and testing for eye glasses, but does not cover hospital charges.

To be accepted for membership a group has to comprise 75 per cent of an organization's payroll.

At present, groups in the following government departments have become PSI members: Agriculture, Insurance, National Revenue, Veterans Affairs, Trade and Commerce, Citizenship and Immigration, Mines and Surveys, Transport, and Labour. The following government boards and agencies have also joined PSI: Auditor General's Office, Treasury Board, Unemployment Insurance Commission, Defence Research Board and the Public Archives.

PSI groups are also well represented in industry, labour unions and provincial and municipal corporations, e.g.: Ontario Hydro-Electric Power Commission, Bell Telephone, United Automobile Workers, General Motors and subsidiaries, Polymar Corporation, Goodyear, Firestone, Ford, Abitibi Power & Paper, Imperial Oil, Ontario Civil Servants, Lever Bros., Canadian Industries Limited, Dow Chemical and many other large Ontario corporations.

India's 5-Year Plan Aims To Increase Employment

The twin objectives of India's second Five Year Plan are to be the provision of new employment for ten to twelve million people and an annual increase of five per cent in the national income. This was disclosed at the National Development Council meeting in New Delhi on May 6.

The meeting also approved the program to cover the whole of India with National Extension Service by the end of the plan period to bring half the rural population of India under Community Projects.

India's Prime Minister Nehru, addressing the council meeting, said that probably the most effective and most far-reaching project was the one relating to community development.

Community Projects, he said, should be the focal centres of future planning so that they could push ahead with the second Plan in many ways, for example, in the field of village industries. They had to undertake a program of village and cottage industries on a big scale because of the need to provide employment and to produce consumer goods. To achieve best results, they should balance large-scale production with cottage industries.

A three-fold increase in welfare projects during the second Five Year Plan period, he said, had been decided on by the Central Social Welfare Board.

The role of labour in the formulation of India's second Five Year Plan was the main topic of the Indian Labour conference held at Bombay in mid-May.

Indian Labour Minister Khandubhar Desai, addressing the conference, said: "The ideal of establishing a socialistic pattern of society calls for greater creative effort and ungrudging sacrifice on part of the rich and much patience on part of the less fortunate."

There can be no sharing of wealth until wealth is created, he said. Socialism cannot, therefore, have any real meaning until the nation as a whole decides to produce more wealth. That is, he said, the crux of the whole problem.

"One of the grave problems," the Minister said, "that the Second Plan would be called upon to tackle was that of unemployment. Unless more vigorous measures were taken, the natural increase in labour force would get the better of India's modest efforts to create employment.

"I think," he warned, "we should be most cautious about labour-saving machinery which sacrifices men at the altar of machines."

On strikes, he said: "In a democracy based on adult franchise, strikes and lockouts have not only become outdated but are positively harmful for the very purpose for which they are used." He believed "that in a planned economy which we are following in this country, there should be no need for any strikes or lockouts and hence no justification for them".

The Minister said: "During the period of the second Five Year Plan great impetus should be given to process of mutual negotiation and of arbitration or adjudication."

Milton Gregg's Portrait Given to N.B. University

A portrait of the Hon. Milton F. Gregg, Minister of Labour, was presented to the University of New Brunswick at a ceremony on May 11. Mr. Gregg was President of the University from 1944 to 1947.

Dr. Colin B. Mackay, UNB's President now, received the portrait, which was painted by Lilias Terrace Newton, well-known Canadian portraitist.

Proceedings of Parliament of Labour Interest

April 25

Unemployment Insurance

When questioned concerning the Government's reply to the Canadian Congress of Labour request for extension to May 31 of the period for payment of supplementary benefit, the Minister of Labour stated he had no reply to make other than that made immediately before the Easter recess, namely, that the whole matter had received exhaustive study, by both the Commission and the Government, and it had been decided to maintain the limiting dates of January 1-April 15.

On April 26, the Minister of Labour moved the second reading of Bill No. 328, to amend and consolidate the Unemployment Insurance Act.

Debate on the Bill was resumed on May 9.

Opposition to a reduction of the maximum benefit period from 51 to 30 weeks was voiced by Mrs. Ellen Fairclough (Hamilton West) and several other members.

The question of permissible earnings was raised by Mrs. Fairclough, who said:

> I should like also to make some remarks with reference to permissible earnings. I hope that when we are in committee the Minister will be able to tell us just what type of thinking prompted the limitation on a man earning from $6 to $8 a week to earning more than an additional $2 a week while the man who receives $30 a week is to be allowed $13 a week in addition. Under the old Act and regardless of the benefit classification, a man was permitted to earn up to $2 a day, which frequently amounted to some $14 a week and in the majority of cases amounted to about $12 a week.

Mrs. Fairclough expressed disappointment that there was no provision for the appointment of a woman commissioner. This, she felt, should be done even if it meant enlargement of the Commission by one person. She would also like to see women appointed to the advisory and national employment committees and to boards of referees.

Elmore Philpott (Vancouver South) brought up the question of disqualification from benefit of pregnant women. Some of the most vexatious cases are those arising out of this disqualification, he said:

> It seems to me that when the Act was framed in the beginning there was some justification for this provision, but now that we have had 12 to 15 years' experience of the legislation in operation we have learned enough to establish that to include pregnant women in the benefits of unemployment insurance would not cause any undue drain on the finances of the country and would remove what I think is a great human grievance.

Other criticisms concerned broadening of the coverage to include fishermen, farm workers, workers in lumbering and logging and hospital employees; the effect on retired persons of the shorter benefit period; inclusion of service personnel on a contributory basis; establishment of a higher category for employees in the top salaries group.

The various points raised were noted by the Minister of Labour, who said there would be an opportunity for closer examination of the Bill when it goes before the Standing Committee on Industrial Relations.

The Bill was then read the second time and referred to the Standing Committee on Industrial Relations.

April 27

Five-day Week in Public Service

Commencing June 1, 1955, the five-day 40-hour week is to be extended to stationary engineers and firemen employed by the federal Government, the Secretary of State informed the member for Winnipeg North Centre, Stanley Knowles.

Implementation of the five-day week, he further stated, will not be applicable to heating staffs in hospitals, convalescent institutions, establishments and services maintained to provide living accommodation or furnish messing facilities, penitentiaries, farms, fish hatcheries and national parks, or in centres where general application of the five-day week has not been authorized.

April 28

Vocational Training

When asked by Erhart Regier (Burnaby-Coquitlam) for assurance "that the federal Government is not planning to cease giving assistance to vocational training in Canada," the Minister of Labour replied that this matter will be considered when his Department's estimates are before the House. He added:

I can assure hon. members at once that the Government and the Department of Labour are at present continuing in the field of vocational training exactly as they have done in recent years. The only change that has occurred during the last 12 months has been that long-term agreements with the provinces have expired, but we are continuing in exactly the same manner while consideration is being given concerning their renewal.

April 29

Unemployment Assistance

Questioned by the member for Prince Albert, J. G. Diefenbaker, if the plan for unemployment assistance submitted to the federal-provincial conference as representing the point of view of the Government will go into effect only if accepted by all provinces, or whether it may be accepted by one or two provinces and not by others, the Prime Minister said:

There has been no consideration given to the matter of whether it would be accepted by one or two and not by the others. It is a plan which is put forward in an effort to try not to distinguish between persons in need who might be considered by some as employable and by others as unemployable, and to have the same authorities dealing with all those in need regardless of whether they should be considered as employable or unemployable. It has not reached the point yet where an answer could be given to the hon. gentleman's question. That would depend upon the feeling of those attending the conference and representing all the provinces.

"What is the Dominion's attitude?" Mr. Diefenbaker inquired, to which the Prime Minister replied:

The Dominion's attitude is that it would like to see a system established and administered by local authorities which would avoid the situation which has existed of saying this is one's responsibility and that is another's responsibility; to try to remove the inconvenience to the individual resulting from diverging views about the question of responsibility and have a concrete formula that where there was a real need help would be extended, and that it would not be the concern of the applicant as to who was going to provide ultimately what was paid to help him or in what proportion.

May 3

Industrial Status of Women

Mrs. Ellen L. Fairclough asked the Minister of Labour if Government policy has changed in regard to the principle of equal pay for equal work and, if so, if it is the intention to introduce appropriate legislation this session.

The Minister's reply was that an announcement will be made if and when the Government changes its position.

May 6

Small Loans Act

H. R. Argue, member for Assiniboia, moved the second reading of a Bill to amend the Small Loans Act.

The Amendment, if passed, would have the effect of reducing the maximum interest rate that may be charged by small loan companies from two per cent to one per cent per month, and to make the maximum ceiling one per cent per month for the whole period over which the loan may be repaid.

May 9

Vocational Training Assistance in N.S.

Questioned by S. R. Balcom (Halifax) as to the contribution made by the federal Government in 1954 towards vocational training in Nova Scotia, the Minister of Labour replied:

Federal government contributions in respect of programs operated under the Vocational Training Act in Nova Scotia for the fiscal year 1953-54: Training of unemployed, $76,741.15; youth training, including student aid, $39,099.37; training for the armed forces, $5,917.63; training of workers for defence industries, $56,947.26; apprentice training, $47,312.60; assistance to vocational schools, annual allotment, $119,559.39; vocational correspondence courses, $309. Complete figures for fiscal year 1954-55 are not yet available.

Jobs Created by Plant Expansion during First Quarter of 1955

At least 8,000 new jobs created by manufacturing plant expansion in first quarter of 1955 compared with 11,000 in same period last year

In the first quarter of 1955, less expansion was reported in Canadian manufacturing industries than in the first quarter of 1954. This is in line with the trend of moderate yearly declines in expansion (including new plants, plant extensions and new rental facilities) in evidence since the peak in 1952.

The plant expansion survey by the Economics and Research Branch of the Department of Labour indicates that new facilities requiring 8,000 workers had been confirmed during the first three months of this year, compared with 11,000 during the same period last year. Previous surveys have shown that more than half the new jobs to be created in the year are reported by the end of the first quarter.

Although total requirements for staffing new facilities were smaller this year, two of the industries surveyed indicated higher requirements. Four, however, expected their requirements to be considerably smaller and the remainder estimated them at about the same figure as last year.

Industrial Distribution

The industrial distribution of new jobs so far in 1955, as in 1954, is broader than during 1952 and 1953, when 75 per cent resulted from expansion in four industries: chemical products, electrical apparatus, iron and steel products and transportation equipment manufacturing. In 1954 and the first quarter of 1955, these industries accounted for only about 40 per cent of the new jobs created.

Slightly more new jobs are expected in the **textile industry** so far this year. Expansion has been limited in this industry in recent years because of market conditions for textile products. Synthetic textiles manufacturing, however, has expanded considerably and it is expected that at least one major expansion project will be completed in this segment of the textile industry in 1955.

The **transportation equipment industries** created more jobs through expansion between 1948 and 1954 than any other industry group, largely because a number of the defence associated industries are included in this classification. Nearly 80 per cent of the estimated 29,000 new jobs created in these industries during this period became available in 1952 and 1953, following the increase in defence expenditures occasioned by the outbreak of the Korean War. About 65 per cent of the expansion was in Ontario.

At least 16,400 additional workers were required in this group of industries in 1952 as the result of plant expansion, and 6,600 in 1953. After defence expenditures levelled off, the number dropped sharply to 1,300 in 1954. To date, at least 1,300 new jobs are reported for this year but most of these will be in the automobile industry.

The **electrical apparatus industry,** another fast-growing industry, created at least 15,000 new jobs between 1948 and 1954. About half this total became available during the period of high defence production. The survey indicates a sharp decline for 1955, only 400 new jobs being expected to date, compared with 1,600 at the same time last year. Much of the expansion in 1954 resulted from the rising level of sales of television sets. Although the sales have continued to rise, existing facilities have been made more adequate and the rate of expansion has diminished.

Expansion is also decreasing in the **iron and steel products industry.** In the first quarter this year, 800 new jobs were reported, compared with 1,700 during the same period last year. Between 1948 and 1954, this industry group created 18,400 new jobs, more than 7,000 of which became available in 1952 and 1953. Last year, 2,250 new jobs were created despite a decline in employment of 10 per cent from the 1953 level. It should be pointed out, however, that on the average the new jobs created in one year are the result of investment in new plant facilities made the preceding year. The reduced level of investment for new facilities in 1954 is being reflected in the reduced requirements for additional workers this year.

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Regional Distribution

The regional distribution of new jobs also appears to be changing slightly. Expansion continues to be limited in the Atlantic region but the Quebec region in the first quarter this year accounted for 17 per cent of the new job total, compared with 22 per cent at the same time last year. Fifty-six per cent of the new jobs are in Ontario, compared with 48 per cent in 1954, and eight per cent are in the Prairie region, compared with 13 per cent last year. The Pacific region claims 14 per cent of the total so far, compared with 13 per cent in 1954.

Allowing for about a year's lag between investment in new manufacturing facilities and their staffing, the quantity of new jobs created each year has reflected closely the general economic situation in Canada. Following the outbreak of the Korean War, many new facilities were required and it was between 1951 and 1953 that 56 per cent of the 128,000 new jobs created in the 1948-1954 period became available. The slackening-off in economic activity after mid-1953 began showing up in the diminishing requirements for the staffing of new facilities in 1954 and is continuing to be reflected in the much lower new job total so far this year. It is still too early to determine what influence the recent pick-up in economic activity will have on expansion of manufacturing facilities this year. Even if a new burst of expansion does occur in 1955, the demand for workers to staff the new facilities will not be felt until 1956.

13th Annual Conference of the Personnel Association of Toronto

Government economist forecasts future business prospects and problems and TLC President outlines the aims and ideals of Canadian workers

Canada's economic growth will be somewhat slower than it has been in recent years and recessionary influences, if and when they appear, will be more difficult to deal with than they have been in the post-war period, O. J. Firestone, Economic Adviser to the Department of Trade and Commerce, told the 13th annual conference of the Personnel Association of Toronto, held in that city April 21 to 22.

Another speaker at the conference whose remarks are of interest to labour was Claude Jodoin, President of the Trades and Labour Congress of Canada. Mr. Jodoin told the meeting about his organization's goals and suggested that the corporations represented at the conference co-operate with labour in trying to have the Canadian workers' ideals realized. Other prominent speakers were L. A. Forsyth, President of Dominion Steel and Coal Corporation Ltd., who spoke on energy and the power deriving from it, and Jules J. Justin, of Presentations of Canada Limited, whose address was titled "How to Arbitrate the Grievance Case".

O. J. Firestone

Mr. Firestone pointed out several factors which he believed would contribute to a reduced economic growth in the next several years compared with the period 1945-53. These included: the absence of any backlogs of unfilled civilian orders sufficiently large to keep industry going for several months, the reduced effect of rearmament as "a particularly stimulating force in the Canadian economy assuming no world war or no further deterioration in international relations", a slower rate of population growth and family formation and increased external and internal competition for Canadian industry from foreign producers.

Mr. Firestone said he had "great confidence in the ability of the Canadian economy to continue on its road of expansion" but added that "if we are realistic enough we have to admit that we are likely to face greater difficulties in achieving continuing economic expansion over the next several years than we did face for most of the post-war period".

Turning to the "decade that will follow", Mr. Firestone indicated several factors that "suggest a more rapid rate of expansion". Among these, he cited the higher rate of population growth and family formation expected in the mid-sixties arising from the record number of children born during the war and in the immediate post-war period. The government economist said that more

families and more children "will have the effect of increasing significantly the size of the domestic market, from baby carriages to motor cars, from new homes to added school and hospital facilities".

Turning to the problem of adjustments Canadian industry must now meet, Mr. Firestone suggested the following: development of measures designed to stabilize farm income and to facilitate exports of farm machinery on credit "where the risk factors encountered are reasonable"; tighter anti-dumping regulations in such industries as textiles and electrical equipment; "the concerted efforts" of management and labour to cut costs, increase efficiency, create new designs and develop new markets; and the "growing realization" of business and labour that increased costs cannot be passed on to the consumers at all times.

Noting that unemployment increased in 1954 when both the foreign and the domestic markets contracted as the labour force and the economy's productive capacity expanded, Mr. Firestone said that as long as markets kept on expanding "in line with our increasing capacity to produce," a continuing high level of employment can be achieved without being accompanied by any relative rise in the level of unemployment.

The problem of increasing our markets as our productive capacity expands "is the challenge Canadians are facing," Mr. Firestone said. He added that in this country many projects are necessary which can absorb this increasing productivity. Among these he cited housing, roads, schools, hospitals, the preservation and development of our natural resources, transportation facilities and assistance to "less fortunate" countries.

Expressing the opinion that business prospects for 1955 are encouraging, Mr. Firestone concluded by stating that "a slowing down in the rate of economic expansion does not necessarily mean an increase in unemployment. It can bring a decline in unemployment if sensible policies are pursued and the national and international climate is favourable".

Claude Jodoin

Suggesting that corporations work with labour in trying to have the ideals of workers in Canada realized, Claude Jodoin, President of the Trades and Labour Congress of Canada, outlined to delegates the various goals sought by the TLC. He pointed out that the Congress, representing more than 600,000 workers, was the largest single organized group of producers and the largest single group of consumers in the country.

In the field of social security, the TLC seeks a government subsidized contributory national health insurance scheme, low-rental housing and slum clearance, the TLC head said.

Supporting the goal of an increased population for Canada, Mr. Jodoin called for planned immigration and the establishment of an immigration commission representative of management, labour and government. He said "immigration that is not planned and bears no relation to national development needs causes only harm to the newcomer and to those who are already here and especially to those out of a job or on short time". The TLC President called for a restriction on all immigration during the winter and off-season months.

In the field of labour relations Mr. Jodoin urged amendment of the British North America Act so that the provisions of the Industrial Relations and Disputes Investigation Act would be applicable in all provinces, the mandatory check-off of union dues when proper authorization is made by the recognized bargaining agent, and the inclusion of federal government employees under the labour code with the right to bargain collectively.

Enactment by Parliament of a Bill of Rights, guaranteeing freedom of speech, freedom of religion, freedom of press and other means of communication, the right of lawful assembly, association and organization, freedom from interference with private life, home, family or correspondence, freedom from arbitrary arrest or detention and the right to be informed of any charges that may be made against an individual, was urged by Mr. Jodoin. He said that the Congress holds that these rights should be enjoyed by every citizen of Canada, without any distinction based on race, religion or sex.

Among the other Congress objectives outlined by the President were:—

Appointment of a Prices Spreads Committee to inquire into all factors affecting the retail prices of food, clothing and other household goods.

Availability of federal financial aid to all provinces.

Nationalization of public utilities.

Adequate protection against the dumping of goods in Canada.

Government encouragement of and assistance in the development of natural resources.

An immediate program of public works.

(Continued on page 652)

50 Years Ago This Month

Lever Brothers introduce retirement and death benefit plan financed solely by employer for employees with 15 years' service--on January 1, 1905. Payments could stop to persons "addicted to intemperance"

A retirement and death benefit plan, financed solely by the employer and covering all male and female workers and the widows and children of deceased employees, was introduced on January 1, 1905, by Lever Brothers Limited, Toronto. An article in the June 1905 issue of The Labour Gazette describes the scheme.

Canadian employees of the firm were not immediately eligible for benefits from the fund as operations in Canada had been established for only five years and payments were to be made only to those with 15 or more years' service.

Under the provisions of the fund, every employee retiring after at least 15 years' service at age 65 if a male, and 55 if a female, was to receive a yearly pension equal to 1-60th of his last year's salary or wages multiplied by the number of years' service, including the period before the establishment of the fund, but not to exceed $1,500 a year. Thus the worker receiving $500 a year who retired at age 65 after 30 years' service was paid a yearly pension of $250.

On the death of an employee after at least 15 years' service, or on the death of a retired worker, the trustees of the pension fund were entitled to pay to the widow a yearly allowance of 1-120th of the deceased's salary multiplied by the number of years' service, and to each surviving child under 17 (but not exceeding five in number) one-fifth of the widow's allowance. Thus, the widow of a deceased employee (whether or not retired) who had 30 years' service and earned $500 per annum was eligible to receive an annual allowance for herself of $125 and $25 for each child.

The plan also made provision for employees who were forced to retire through injury or ill-health and the widows and surviving children of any such workers who were retired because of conditions beyond their control were also provided for in the scheme.

One of the pension fund clauses empowered the trustees to stop payments "to persons addicted to intemperance or guilty of improper conduct, or to persons who have received compensation under the Employers' Liability or Workmen's Compensation Acts, unless the trustees shall consider such compensation inadequate".

Another clause stated that "the right of the company to deal with their employees is to remain unfettered and the establishment of the fund is not to be regarded as relieving employees of their duty to provide for old age or incapacity or for those dependent on them, as their means may permit".

May registered one of the smallest number of labour disputes of the year and in no part of the country were industrial conditions "seriously affected by them for more than a few days", the Gazette reported in its monthly appraisal of the industrial scene. The Gazette said that a noticeable feature was the decline in the number of serious disputes in the building trades, only three having been reported in existence as against 12 in May 1904.

The total number of disputes in existence during May was 12 compared with 11 in April and 31 in May 1904. About 32 establishments and 557 workers were directly affected and about 15 firms and 166 employees indirectly affected. Including one dispute which began before May 1, there were in all 49 firms and 868 workers affected directly and indirectly by trade disputes during the month, the Gazette reported.

The approximate loss of time to employees during the month was estimated at 10,100 working days, an increase of 950 compared with the previous month but a decrease of 22,958 compared with May 1904.

Meat price increases in numerous localities in Ontario and Quebec were reported in the monthly review of the cost of living in the country. The price of bread also increased in certain areas, e.g., from three to four cents a loaf in Guelph, Ont. Farm produce continued to remain firm in price while the wholesale price of sugar and rice declined in a large portion of the country.

Housing was reported to still be very difficult for workers to obtain, particularly in Moncton, N.B. The shortage was reported unimproved in Toronto, Hamilton, Galt and other Ontario municipalities.

International Labour Organization

Director-General's Annual Report

ILO Director-General David A. Morse raises questions for discussion at Organization's 38th Conference this month, reports that increasing acceptance of unions results in improved co-operation in some places

New industrial problems likely to result from further technological developments in industry and a recommendation that an international discussion be held on ways and means to create a more effective relationship between workers and employers were prominent features of the annual report of the International Labour Organization's Director-General, David A. Morse. Mr. Morse's report raises questions for delegates to discuss at the Organization's 38th conference in Geneva this month. The Conference opened June 1.

The Minister of Labour, Hon. Milton F. Gregg, is attending the Conference and Canada is represented by the following delegation:—

Government Members: A. H. Brown, Deputy Minister of Labour, Government Delegate and Head of the Delegation; Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour, Government Delegate; Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations, Alternate Government Delegate; and Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, Department of Labour; C. R. Ford, Assistant Director, Canadian Vocational Training Branch, Department of Labour; and Dr. J. W. Willard, Director, Research Division, Department of National Health and Welfare, all Advisers to the Government Delegates.

Worker Members: Andrew V. Cooper, Executive Board Member, United Brotherhood of Carpenters and Joiners of America (AFL-TLC), Worker Delegate; John Brady, United Automobile Workers of America (CIO-CCL); S. M. Hodgson, Vice-president, District No. 1, International Woodworkers of America (CIO-CCL); J. G. McLean, Member, National Legislative Committee (Canada), International Railway Brotherhood; Jean Marchand, General Secretary, Canadian and Catholic Confederation of Labour; and Albert Mayer, President, Saskatchewan Civil Service Association, all Advisers to the Worker Delegate.

Employer Members: A. W. Campbell, Vice-president and Secretary, Canadian Westinghouse Co., Limited, Employer Delegate; G. C. Bernard, Manager, Ontario Division, Canadian Manufacturers' Association; J. A. Brass, General Secretary, Railway Association of Canada; S. M. Gossage, Assistant Manager (Personnel), Canadian Pacific Railway Company; J. Arthur Lapres, Assistant to the President, H. J. O'Connell Co., Limited; W. J. McNally, Manager, Policy Department, Canadian Chamber of Commerce, Representative of the Employers' Committee on the ILO; all Advisers to the Employer Delegate.

Mr. F. J. McKendy of the Economics and Research Branch, Department of Labour, is Secretary to the Delegation while Hon. A. E. Skaling, Minister of Labour, New Brunswick, is accompanying the Canadian delegation as an observer.

The Report

Referring to the increasing growth and development of industry, Mr. Morse said: "Many of the skilled crafts of the past are declining in relative importance as new opportunities—especially for white-collar workers, technicians, supervisors and engineers—are opening up." He added that though 60 per cent of the world's population still earns its living from hunting, fishing and agriculture, from two-thirds to four-fifths of the workers in the more advanced countries are now engaged in non-agricultural occupations.

The Director-General said that he did not feel that good industrial relations could be attained through legislation alone but depended in the long run on the efforts of the two most interested parties—the workers and the employers. In this connection he said:

> Widening recognition that rising productivity is essential for raising standards of material prosperity has been responsible for a perceptible shift of emphasis in labour-management relations towards "collective thinking rather than conflicting bargaining".

For in the last analysis efforts to develop higher productivity depend very largely on improved co-operation within industry between management and the various categories of workers concerned and their organizations.

This is perhaps the most urgent and important single area requiring joint endeavour in the years to come.

Referring to predictions that a second industrial revolution is beginning, Mr. Morse took note of the introduction to industry of machines that operate factories and which are controlled very largely by automatic means.

"Improved technology and changes in social outlook are giving us," Mr. Morse said, "the possibility of raising our sights. Yet I am often struck by the singular lack of interest in the social and human problems of industry combined with uncertainty as to what might be done about them". He declared that, to some extent, political tension and economic stability have tended to divert attention from social and labour problems. But, he continued:

I am persuaded that the only sound approach is rather to focus attention on these problems as one fundamental cause of instability and tension and to redouble efforts to meet them with foresight, understanding and efficiency, and with a particular emphasis on strengthening the human foundations for good teamwork within industry and for the increased production and productivity which must underlie any lasting improvements in labour and social standards.

Referring to the United States and, to a lesser degree, many European countries, Mr. Morse pointed to the growth of a salary-earning class in the service industries and of white-collar jobs in manufacturing and suggested that this contains "a good part of the answer to those who fear that machines take the bread out of men's mouths".

Continuing his appraisal of the growth of a class of technicians in industry, the ILO official cited the United States, where the size of the foreman group had increased by 60 per cent between 1940 and 1950, and Sweden, where the number of salaried employees has increased five-fold between 1915 and 1950.

In view of the more complicated processes now being introduced into industry and the need for more specialized and highly trained workers, Mr. Morse emphasized the necessity for a well-educated labour force. In this instance he mentioned the use of vocational guidance services and aptitude testing. These, he said, were being used in such countries as Brazil, Greece, Israel and Indonesia which were in the process of becoming industrialized.

Mr. Morse said that about half the ILO's total technical assistance program is made up of projects aimed at helping governments to develop or improve facilities in the youth training field. He added: "The continuing demand for new skills seems to make certain types of skill shortage a continuing and world-wide problem".

Turning to labour-relations, the Director-General said that in certain countries opposition to the growth of trade unions is becoming "increasingly rare". He continued: "There has been an equally significant evolution in the attitude of trade unions, manifested by an increased concern for the national economic health and by an increasing comprehension of the need for greater industrial productivity as a condition for continuous social progress. This modification of outlook on the part of the wage-earners has tended to widen the area of concerted action with employers".

Reiterating his opinion that good industrial relations cannot be attained through legislation alone, Mr. Morse called for more study on the "human problems in industry". He said that as industrialization proceeds, workers and productive operations will tend to be concentrated in relatively larger units and that as the contribution of each individual becomes more specialized and limited, contacts with management and often with trade unions will become more remote, more formal and more impersonal.

Mr. Morse stressed the particular needs of the underdeveloped countries, in most of which, he said, "the human factors in the industrialization process are still far from being adequately recognized".

Personnel Association of Toronto

(Continued from page 649)

At the annual election of officers, Gordon F. Harrison was elected President. Mr. Harrison is Director of the Industrial Relations Department of the John Inglis Co. Limited and English Electric Company of Canada Limited.



Both management and labour at the firm of John Wyeth & Brother (Canada) Limited in Walkerville, Ont., believe that labour-management committees are vital to business. Raymond Meredith, President of Local 368, United Gas, Coke and Chemical Workers of America (CIO), the bargaining agent, said:—

"Employee-management groups are a vital necessity to business. There is a gap between labour and management, apart from the signed working agreement, that requires attention.

"Any employee-management committee works outside the union contract, although it is important that a union officer be a part of this committee. Members consist of elected plant employees representing the many departments of the company. Participation in these groups gives them a feeling of being vital to plant operation, and the harmonious relationship thus created is amazing."

Speaking for management, Gordon Gray, President and General Manager of the firm, said:—

"The labour-management group in the Wyeth organization is known as our operational committee. It was formed and began its activities back in February 1944. We are intensely proud of all the people who have served so well in its activities during the past 11 years to produce its fine record of accomplishments.

"The efforts of the group are widely diversified, but each phase is considered very important. Certainly many of the results are not measurable in cold dollars and cents, but they are strikingly apparent in the warmth of ever-improving morale and human relations—the priceless assets of any industrial organization."

* * *

Writing in the *Casco Kernel,* employee publication of the Canada Starch Company, Limited, Cardinal, Ont., Cecil Crowder, an official of Local 483, Retail, Wholesale and Department Store Union (CIO-CCL) has said that plant safety depends on teamwork.

The labour-management committee at the Canada Starch plant has been doing excellent work, especially in the field of safety, and Mr. Crowder's statement provides an example of the importance of safety to the man on the job. He said in part:—

"It is part of our Cardinal tradition to work together, to help the other fellow out. You can call it teamwork, being a good neighbour, sportsmanship, or the buddy system—but it is the way we get things done smoothly and quickly.

"Teamwork keeps production high at the plant. In fact, it is teamwork—between employees and management—that has pushed production in the nation to an all-time high. Well, teamwork prevents accidents, too. Teamwork for safety can push accidents down to an all-time low. All we have to do is think of the other fellow's safety as well as our own. It is just a matter of good citizenship and good sportsmanship."

* * *

"Third Dimension," a dramatized broadcast on labour-management co-operation, was recently presented as a feature of "Cross Section", a CBC program on topics of general public interest. This presentation was the second over a Canadian radio network.

The drama was originally written and produced under the auspices of the Labour-Management Co-operation Service in March 1953. Response to the broadcast was widespread.

A commentary by a staff member of the Labour-Management Co-operation Service followed the dramatized portion of the broadcast. The plot revolved around a newspaper man with a rather cynical approach to co-operation in industry. He draws an assignment to investigate joint consultation in a plant and in the course of his interviews learns why and how labour and management work together.

The story describes an incident relating to a problem which had threatened the firm's existence and the solution found to the problem through co-operation. Through meeting and talking with representatives of labour and management and hearing their views, he finds that his ready-made opinions on labour-management relations are wrong.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued six certificates designating bargaining agents, ordered two representation votes, and allowed the withdrawal of one application for certification. During the month, the Board received two applications for certification.

Applications for Certification Granted

1. Brotherhood of Railroad Trainmen on behalf of a unit of conductors employed by the Midland Railway Company of Manitoba, Winnipeg, in its passenger and freight train service (L.G., March, p. 298).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of technical employees of the Western Ontario Broadcasting Co. Ltd., Windsor, Ont., employed at Station CKLW and CKLW-TV (L.G., March, p. 298).

3. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of employees classified as rigger employed by Dutton-Mannix Companies Ltd. at Nisutlin Bay at Mile 803.5 on the Alaska Highway, Y.T. (L.G., April, p. 425).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Canadian National Railways in its Newfoundland Steamship Service (L.G., April, p. 425).

5. St. Maurice District Radio Employees' Union on behalf of a unit of employees of Shawinigan Falls Broadcasting Co. Ltd., employed at Radio Station CKSM, Shawinigan Falls, excluding the general manager, chief engineer, accountant and program director and announcer from the bargaining unit (L.G., May, p. 541).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by The Packers Steamship Company Limited, Vancouver, while the vessels of the company are engaged in freighting operations (L.G., May, p. 541).

Representation Votes Ordered

1. Seafarers' International Union of North America, Canadian District, applicant, and Lake Shore Lines Ltd., Lachine, Que., respondent (SS *Island King II*) (L.G., Sept. 1954, p. 1280).

2. Brotherhood of Railroad Trainmen, applicant, and Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and Order of Railway Conductors and Brakemen, intervener (L.G., May, p. 541). The names of the applicant and intervener will appear on the ballot.

Application for Certification Withdrawn

Saguenay and Lake St. John Telephone Employees' National Syndicate, applicant, and The Bell Telephone Company of Canada, respondent (L.G., May, p. 541).

Applications for Certification Received

1. International Association of Bridge, Structural and Ornamental Iron Works, Local 97, on behalf of a unit of structural iron workers employed by Edgar Bickerton Bridge and Structural Steel Erectors Ltd., Vancouver, on the project located at Mile 897, Lewes River, Y.T., and elsewhere in the Yukon Territory (Investigating Officer: D. S. Tysoe).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of the St. Charles Transportation Co. Ltd., Quebec (Investigating Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister appointed conciliation officers to deal with the following disputes:—

1. Shipping Federation of British Columbia, Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

2. Atomic Energy of Canada Limited, Chalk River, and Local 165, American Federation of Electrical Engineers (Conciliation Officer: H. Perkins).

Settlements Reported by Conciliation Officers

1. Transit Tankers and Terminals Limited, Montreal, Que., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec. 1954, p. 1725).

2. Macdonald Hotel (Canadian National Railways), Edmonton, and Local Union No. 857, International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 170).

3. Ogilvie Flour Mills Company Limited, Winnipeg, and Local 520, United Packing-

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax, and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department, in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

house Workers of America (Conciliation Officer: J. S. Gunn) (L.G., May, p. 541).

4. Shipping Federation of Canada, Inc., Montreal, and Local 1657, International Longshoremen's Association (Checkers) (Conciliation Officer: R. Trépanier) (L.G., May, p. 541).

Conciliation Board Reports Received

During April, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 300). The text of the report is reproduced below.

2. Fort Garry Hotel (Canadian National Railways), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 300). The text of the report is reproduced below.

Strike Action Following Board Procedure

1. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1954, p. 1725).

2. Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 172).

Industrial Inquiry Commission Appointed

In April, the Minister appointed Eric G. Taylor, Toronto, as an Industrial Inquiry Commission to mediate the issue in dispute between the Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur, and Local 650, Brotherhood of Railway Clerks, Freight Handlers, Express and Station Employees (see above). A settlement of the dispute was reached on April 20.

Report of Board in Dispute between

Prince Edward Hotel, Brandon, Man.
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Prince Edward Hotel, Brandon, Man. (Canadian National Railways).

The Board was under the chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced below.

The Board of Conciliation, comprised of Thomas McGregor, the union's nominee, H. G. H. Smith, QC, the company's nominee, and T. W. Laidlaw, QC, Chairman, submits herein its report in the above dispute.

In accordance with the provisions of Article 22 of the current collective agreement with respect to rates of pay, due notice was served by the union on the management of the Prince Edward Hotel to revise the agreement to provide for: "a 15 per cent increase in wages of all employees covered by the collective agreement".

The Board was sworn in on January 27, 1955, and had hardly completed arrangements for the hearing of the parties in the dispute when we were advised that the hotel had been sold and that the need for the Board no longer existed. The Board convened a final meeting at which the representatives of the parties made statements which indicated that there were no further matters to be dealt with by the Board and so we report.

Dated at Winnipeg, this 7th day of April 1955.

(Sgd.) T. W. Laidlaw,
Chairman.

(Sgd.) T. McGregor,
Member.

(Sgd.) H. G. H. Smith,
Member.

Report of Board in Dispute between

Fort Garry Hotel, Winnipeg
and
Canadian Brotherhood of Railway Employees and Other Transport Workers

The Board of Conciliation, comprised of Thomas McGregor, the union's nominee, H. G. H. Smith, QC, the company's nominee, and T. W. Laidlaw, QC, Chairman, submits herein its report.

Terms of Reference

In accordance with the provisions of Article 22 of the current collective agreement between the parties with respect to rates of pay, notice was served by the union on the management of the Fort Garry Hotel under date of August 10, 1954, of its desire to revise the agreement to provide for: "a 15 per cent increase in wages of all employees covered by the collective agreement."

The said agreement runs for a period of two years from August 1, 1953, subject to the right to re-open by either party subsequent to August 1, 1954, for the negotiation of wages rates only. Negotiations were carried on from September 8, 1954, to December 2, 1954, without success. On the latter date the Department of Labour informed the parties that a Board of Conciliation had been established to deal with the dispute.

The hotel management definitely takes the position that the Fort Garry Hotel employees should not be treated the same in matters relating to wages as are the railway employees of the Canadian National. It submits that there is no comparability or connections between hotel work and railway work and the effect of common ownership of railway and hotel properties is completely irrelevant.

The union on the other hand claims that pay adjustments for employees in railway hotels should at least keep pace with those in the railway service.

Background

Early in 1950 the union requested a general wage increase of 10 cents per hour and a five-day, forty-hour work week for railway and hotel employees. Negotiations were unsuccessful and a Board of Conciliation and Investigation was appointed under the chairmanship of Mr. Justice J. O. Wilson. In a majority report it is stated in part as follows:

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Fort Garry Hotel, Winnipeg (Canadian National Railways).

The Board was under the chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced below.

The Canadian National Railways argue that, although the wages and working conditions of hotel employees are referred to us for consideration, along with the wages and working conditions of their other employees, they should be considered separately, and that a separate ruling should be made in respect of them.

We think this right. Hotel work has no connection with or comparability with railway work. The wages and working conditions of railway hotel employees are properly comparable with those of other hotel employees.

The fact that a railway company, rather than another company, owns a hotel does not change its character or the nature of the various classes of work performed in it. To classify hotel employees as railworkers is entirely artificial. They have nothing to do with the operation of a railway.

Later on Mr. Justice R. L. Kellock was named to arbitrate the dispute. On December 18, 1950, the learned Judge expressed himself in part as follows:

The hotel industry, being a separate industry from that of the operation of a railway, mere common ownership cannot, in my opinion, bring about any identity between the two. To accept such a principle would mean that a railway acquiring a coal mine, for example, because it conceives there will be some advantages through its ownership of the mine, would be obliged to increase or decrease the wages of the coal miners with every increase or decrease in the wages of the railway employees proper, or vice-versa, notwithstanding that the considerations dictating a particular change in the case of the one were not present in the other. I do not think such a principle can stand examination and I am therefore unable to accept it.

Accordingly Mr. Justice Kellock, in his award of December 18, 1950, granted the railway employees 3 cents per hour increase in wage rates in addition to the 4 cents awarded by Parliament under the Maintenance of Railway Operation Act, a forty-hour work week, and a two-year contract. In contrast with this his award granted to the employees of the Fort Garry Hotel no increase in rates of pay beyond that awarded by Parliament, no reduction in hours of work and a one-year contract.

A Board of Conciliation and Investigation under the chairmanship of Mr. Justice J. D. Hyndman considered the question of hours of work and wages of employees in the Chateau Laurier, Ottawa, and the following is an extract from the report dated March 12, 1952:

> A good deal has been said about the CNR system as including its hotels and advertising it as such, and therefore, the hotel employees should be regarded as railway employees and treated in exactly the same manner. In my view, a hotel is a hotel, whether owned privately or by a railway company, or other corporation. The fact that the hotel system is mentioned in general advertising by the railway does not change the fact that it is still an hotel and operated as such.
>
> The same question came before Mr. Justice Kellock, and after considering the evidence which was substantially similar to that before us, he concluded quite definitely that the hotel employees had not established a case for an increase.... He proceeded on the principle that in considering wages any industry must be compared to another or others of the same nature. This principle I think is sound and just.

The union built a strong case for the hotel employees but in the face of the findings in two conciliation boards and the award in the arbitration, this Board has come to the conclusion that no useful purpose will be served by re-opening the railway hotel issue.

The result has been that since 1950 the hotel employees have been treated as a separate bargaining unit and it is on this basis that the present dispute is being considered.

Result

Following the union's rejection of the report of the 1950 Board and the subsequent strike, the hotel employees by virtue of the Maintenance of Railway Operation Act received a wage increase of 4 cents per hour. Under that Act provision was made for further negotiations regarding an increase in excess of 4 cents per hour and the application of a forty-hour work week and failing agreement, for the appointment of an arbitrator. The arbitrator's award to which reference has already been made, while granting to railway employees an increase of 3 cents per hour in excess of the 4 cents already granted and a forty-hour work week and a two-year contract, denied the request of the Fort Garry Hotel employees for additional compensation and a forty-hour work week.

In 1952 a complete review of the wage structure of the Fort Garry Hotel was undertaken. No over-all increase was forthcoming but monthly rates in certain classifications were increased. Effective August 1, 1953, certain classifications were again increased. Effective November 1, 1953, the forty-hour work week was adopted. According to the company the adjustments increased average hourly earnings from ·774 in 1951 to 1·012 in 1954, but again no general increases, either on an hourly or a salary basis, were put into effect.

Agreement

On December 12, 1953, a new collective agreement was entered into by the parties with rates of pay effective August 1, 1953. Article 22 provides that it be in effect for a period of two years from August 1, 1953, but may be reopened by either party subsequent to August 1, 1954, but only for the purpose of negotiating wage rates provided sixty days' notice is given in writing to that effect any time after June 1, 1954. Notice was duly given by the union and negotiations were carried on without an agreement being reached. The union's position is summarized on page 14 of its submission as follows:

> 1. There has been no general increase since 1950.
>
> 2. Wage rates in the hotel industry generally have increased on the average across Canada by 20 per cent between October 1950 and October 1953.
>
> 3. The real wages of these employees have been substantially reduced by the rise in prices of consumer goods and services in 1950 and 1951 and have been kept at a reduced purchasing power.
>
> 4. The wage changes have not kept pace with those paid to fellow employees on the railway of the parent company.
>
> 5. The Fort Garry Hotel is in a superior position in terms of hotel services and facilities and its employees should be entitled to rates of pay commensurate with the qualifications required of them in the circumstances.
>
> 6. The hotel business in Winnipeg has shown improvements in 1951 and 1952 over 1950.

The hotel management dealt with the union's submissions in the rebuttal statement dated February 23, 1955. In para-

graph 22 of the rebuttal, the management summarizes its claims with respect to the union:

1. That management has shown the employees have enjoyed substantial increases since 1950.
2. That the average hourly wage earnings of the employees have been increased by 30·7 per cent since 1950.
3. That the average real hourly earnings of the employees have increased by more than 18 per cent since the settlement in 1950.
4. That official tribunals, chairman of conciliation boards and arbitrators have consistently held that the movement of wages of railway employees is not a suitable criterion for the determination of wages for hotel employees.
5. That the financial and competitive position of the Fort Garry Hotel does not warrant any enhancement of the already preferred position of the Fort Garry employees in the matter of wages.
6. That the Fort Garry has not shared fully in the upward trend in hotel business in Winnipeg.

The breaking off of the relationship between railway and hotel employees in so far as wage rates are concerned has reacted unfavourably upon the hotel employees' bargaining position and the differential between the two groups has widened considerably since 1950. While we sympathize with the hotel employees' viewpoint it is most unlikely that the differential can be eliminated either in whole or in part.

Both sides have been most helpful in the presentation of material bearing upon the matters in dispute. They included references to the Dominion Bureau of Statistics. It was urged on behalf of management that the railway hotels were on a competitive basis with other hotels in the province and wage rates in the Fort Garry should be related to provincial standards. The Board has come to the conclusion however that the railway hotels in Manitoba are in a class by themselves when it comes to comparing their economic status. They not only cater to the needs of a transient section of the public engaged in commercial pursuits but are also advertised internationally in an appeal to the tourist and vacation seeker.

Collective bargaining is designed primarily to meet the respective needs of employer and employee so that labour's natural desire to work under favourable conditions and to achieve a better standard of living may be attained; management's right to conduct its business efficiently and in keeping with the economic realities of the industry in which it is engaged; and the over-all interests of the Canadian people. It is conceded that these are abstract principles difficult to apply and that there is no hard and fast rule for arriving at an equitable basis for the establishment of adequate wage rates.

The Board members from the beginning of these proceedings recognized that the wage scale for hotel employees was materially lower than that of industry as a whole. It also recognized the necessity for some adjustment in the over-all picture which would enable them to meet the standard of living in this province. We do not consider that the employer's ability to pay is an issue here.

It is not our intention to examine in any detail the statistics which have been made available to us. There has been no general wage increase since August 1950. There have been adjustments however during the four-year period which affect some 33 per cent of the employees involved in the present dispute.

In 1950 employees in the hotel and restaurant classification in Canada worked 43·5 hours per week for 64·5 cents per hour, or an average weekly wage of $28.06. In 1953 the average hours worked per week was 42·7, an hourly rate of 77·8 cents or a weekly wage of $33.22. In 1954 the work week was down to 41·5 hours and the average hourly earnings had increased to 82·7 cents or an average weekly wage of $34.22.

According to The Labour Gazette (February 1955, page 227) the average weekly wage for Canada as of November 1, 1954, was $59.80 per week, while that of Manitoba was $57.45 per week, and Winnipeg $54.67 per week. The difference between the dominion and the provincial average and that of the Fort Garry Hotel is so marked that it needs no further comment. The Board's problem is to determine what adjustment, if any, should be made to the present wage structure of the employees of the Fort Garry. It has found considerable difficulty in reaching unanimity on the part of its members. It is satisfied that the wage level of the affected employees is low in comparison with the general level of wages in the province. In the earlier stages of our discussions, Mr. Smith, the company's nominee, took a very strong stand against any increase in the present rates. He however appreciates the difficulties that will confront both the company and its employees if this Board fails to reach a unanimous recommendation. The Chairman is also indebted to the assistance which he received from Mr. McGregor, the employees' representative.

After prolonged discussion, it was agreed that both the company and the union could justify the positions taken. The Board appreciates the difficulties in trying to reconcile the divergent points of view. In an effort to do so, however, it recommends that basic wage rates be increased 3 per cent effective April 1, 1955.

Dated at Winnipeg, this 7th day of April 1955.

(Sgd.) T. W. Laidlaw,
Chairman.

(Sgd.) T. McGregor,
Member.

(Sgd.) H. G. H. Smith,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decision in Case No. 656

The Canadian Railway Board of Adjustment No. 1 has released its decision in a case heard March 8, 1955.

The dispute concerned the claim of an engineer for 230 miles because he was not called to operate an electrically actuated rotary snowplough.

The dispute is summarized below.

Case No. 656—*Dispute between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Engineers concerning an engineer's claim for mileage.*

On February 18, 1954, a snowplough unit was sent a distance of 40 miles over mountainous territory. The rotary plough was connected to a diesel unit which supplied the power for the motor only and was propelled by a locomotive.

Instructions had been issued by the Company not to call an engineer to operate electrically actuated rotary snowploughs. The Brotherhood argued that an engineer should have been called, in accordance with Article 11(a) of the Schedule, which reads: "Wherever electric or other power is installed as a substitute for steam, locomotive engineers will have the preference for position as engineer or motorman."

The employees also referred to two other Articles which they argued contemplated the employment of a locomotive engineer on motive power propelling snowploughs and on rotary snowploughs because they established the rates of pay for engineers so employed.

The Brotherhood argued, too, that windows and control valves in the rotary plough are all on the right (engineer's) side, "which indicates observation of signals is expected from the operator of the rotary".

The Company contended that locomotive engineers originally were called for rotary snowplough service because of the similarity in operation between a steam locomotive and a steam-driven rotary. It was convenient to call engine crews and the rate was set accordingly but "there is nothing in the agreement to indicate that this was a mandatory understanding". The rate was set in the Articles referred to for locomotive engineers "when and if called" for snowplough service but "this clause does not imply that an engineer must be used," the Company declared.

There is no such similarity in electrically driven rotaries, the Company pointed out, and because rotary service is always emergency service, it is to the Company's interest to assign employees and officers to this service who have been specially trained and who would be available at all times. In the case of locomotive engineers, it continued, all men on the district list would have to be trained because of district seniority agreements, in order to guarantee that the locomotive engineers first called would have an understanding of the operation of these units.

In the coupling of a diesel unit to a rotary, the Company argued, the leads from the main generator of the diesel must be disconnected from the traction motors and coupled to the rotary to supply it with power. The "consist" (the rotary and the diesel) therefore becomes immobile and is only subject to movement by another source of motive power, it explained.

This, the Company argued, was entirely similar to snowploughs, spreaders, auxiliary cranes, ditchers, pile drivers, etc., which are handled ahead of locomotives and some of which are equipped with automatic air brake controls and not in the care of locomotive engineers. The Company pointed out that the rotary used at the time was equipped with an air whistle, similar to those used on snowploughs, for transmitting signals between the operator of the rotary and the locomotive engineer controlling the pushing unit.

(Continued on page 666)

Statutory Holiday Provisions

Almost 95 per cent of collective agreements in survey provided for observance of statutory holidays; about 82 per cent granted pay for some or all of the holidays observed when no work done on those days

A continuing increase in the number of paid statutory holidays provided by collective agreement in Canadian industry was indicated by a survey of a sample of agreements in all industries* completed recently by the Economics and Research Branch.

Of 951 agreements in effect in January 1955 that were examined in this study, nearly 95 per cent provided for the observance of statutory holidays, and about 82 per cent granted pay for some or all of the holidays observed when no work is done on those days. In a similar survey made early in 1952, while the proportion of agreements which provided for observance of statutory holidays was almost exactly the same as in the present survey, the proportion which allowed paid holidays was only about 72 per cent of the total.

Besides the increase in the number of agreements which allowed paid holidays, there was an increase in the number of days paid for. While in 1952 only about 30 per cent of the agreements provided for eight or more paid holidays a year, in the present survey the proportion had increased to 50 per cent.

A summary of the main provisions regarding holidays, with and without pay when not worked, is given in Table 1; and details as to the number of holidays allowed are set out in Table 2(a), (b) and (c).

Of the small proportion of agreements which do not provide for statutory holidays, nearly half cover the railway running trades employees, and about a third affect some of the employees in other industries in which the nature of the work presents difficulties in the granting of holidays, including fishing, air transport, inter-urban buses, fire-fighting and theatres. In the few remaining cases the lack of any mention of holidays in the agreement does not necessarily indicate that holidays are not in fact granted.

Rates of pay for work done on paid and unpaid statutory holidays are given in Table 3. For work on unpaid holidays time and a half is the commonest rate, being found in more than half of the agreements which mention rates for work on such days. Double time, however, is only a little less common.

For work on paid holidays, double time is the rate given in a little less than 45 per cent of the agreements giving rates for such work; while 35 per cent of these agreements mention double time and a half. Other rates, such as time and a half or triple time, appear comparatively infrequently.

Paid holidays falling on Saturday, Sunday or alternative day off.—The question of what special provisions, if any, are made for paid holidays falling on a Saturday, Sunday or alternative day off was reviewed; the results are set out in tables 4, 5 and 6.

When a statutory holiday falls on Sunday, the following Monday is usually proclaimed as the legal day of observance. Nevertheless, 454 agreements (60 per cent of the agreements providing for paid holidays) make special provision for holidays falling on Sunday. Of these, 272 agreements provide that the holiday will be

*This analysis is based on 951 collective agreements in the 1000-agreement sample used for analytical purposes. The remaining 49 agreements were out of date at the time the article was prepared.

TABLE 1.—PROVISIONS FOR STATUTORY HOLIDAYS IN A SAMPLE OF 951 AGREEMENTS

Provision	Number of Agreements	Per cent of Total	Number of Workers Covered	Per cent of Total
Agreements providing for statutory holidays:				
All holidays paid for	642	67·5	437,910	59·1
Some holidays paid for	140	14·8	185,383	25·4
No holidays paid for	115	12·0	70,539	9·2
Agreements not providing for statutory holidays	54	5·7	47,084	6·3
Totals	951	100·0	740,916	100·0

TABLE 2.—NUMBER OF STATUTORY HOLIDAYS OBSERVED

(*a*) Under agreements in which all observed holidays are paid for when not worked

Number of Holidays	Number of Agreements	Number of Workers Covered
Three or less	4	20,456
Four	13	13,315
Five	18	16,058
Six	54	45,215
Seven	87	78,060
Eight	294	167,224
Nine	111	63,492
More than nine	45	25,552
Number of days vary for different groups of employees	5	4,138
Holidays mentioned, but number not stated	11	4,400
Totals	642	437,910

(*b*) Under agreements in which some of the observed holidays are paid for when not worked

Number of Holidays	Number of Agreements	Number of Workers Covered
Three unpaid holidays or less combined with:		
4 paid holidays or less	8	24,243
5 " " "	27	63,648
6 " " "	15	51,961
7 " " "	17	6,662
8 " " "	17	9,494
9 " " "	1	101
Four unpaid holidays combined with:		
4 paid holidays or less	10	3,166
5 " " "	7	2,251
7 " " "	1	35
Five, six or seven unpaid holidays combined with:		
4 paid holidays or less	13	5,599
5 " " "	3	3,630
6 " " "	2	360
7 " " "	1	125
Eight or more unpaid holidays combined with:		
4 paid holidays or less	4	1,410
Unpaid holidays mentioned but number not stated combined with:		
4 paid holidays or less	3	587
5 " " "	1	97
6 " " "	2	4,990
8 " " "	6	6,870
9 " " "	2	154
Totals	140	185,383

(*c*) Under agreements in which no holidays are paid for when not worked

Number of Holidays	Number of Agreements	Number of Workers Covered
Three or less	3	3,051
Four	3	235
Five	9	2,226
Six	7	3,598
Seven	22	11,495
Eight	33	23,724
Nine	22	13,728
More than nine	10	10,192
Holidays mentioned but number not stated	6	2,290
Totals	115	70,539

observed on another day or paid for, but 182 agreements indicate that the holiday will not be paid for* (Table 5).

With the growing prevalence of the five-day week, the problem of a holiday falling on a Saturday is now dealt with in 314 agreements (40 per cent of the agreements providing for paid holidays in this sample). In the majority of these the holiday is not paid for if it falls on a Saturday; under certain other agreements, the holiday is paid for, another day off substituted or some other arrangement made (Table 4).

In cases where some employees regularly work on Saturdays and Sundays but have an alternative day or days off in the week, the question of a holiday falling on an employee's regular day off is mentioned in 288 agreements. Under the majority of these, the holiday is not paid for. In other instances, however, the holiday is paid for or another day off is allowed (Table 6).

*This is not always clearly stated. Many of the agreements which have been classified in this study as not allowing pay for holidays which fall on Saturday, Sunday or alternative day off, do not actually mention Saturday, Sunday or other rest day. Often they merely state in general terms that holidays will be paid for only if they fall within the regularly scheduled work week, or on a day on which the employee would otherwise have been scheduled to work.

TABLE 3.—RATES OF PAY FOR WORK PERFORMED ON STATUTORY HOLIDAYS*

Rate of Pay (Multiple of Regular Rate)	On Holidays Paid for When Not Worked		On Holidays Not Paid for When Not Worked	
	Number of Agreements	Number of Workers Covered	Number of Agreements	Number of Workers Covered
Time and a quarter			7	6,584
Time and a half	24	7,025	123	154,123
Double time	312	304,054	100	59,152
Double time and a half	250	205,263		
Triple time	29	20,916		
Equivalent time off	29	9,709		
Time and a half plus another day off	13	8,640		
Various rates and arrangements	61	40,219	8	7,496
Rate not mentioned	64	27,467	17	28,567

* In addition to those mentioned in this table there are eight agreements covering 22,252 workers in which premium rates for work on holidays vary for different sections, occupations or localities.

TABLE 4.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON A SATURDAY WHERE A FIVE-DAY WEEK IS IN EFFECT

Provision	Number of Agreements	Number of Workers Covered
Holiday observed on following Monday	7	9,664
Holiday observed on another day, or another day off allowed	9	7,225
Holiday to be observed on any other publicly proclaimed day	61	38,566
Holiday paid for	32	35,981
Other arrangements	13	19,055
Holiday not paid for	192	120,954
Totals with such provisions	314	231,445

TABLE 5.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON A SUNDAY

Provision	Number of Agreements	Number of Workers Covered
Holiday observed on following Monday	85	76,123
Holiday observed on another day, or another day off allowed	9	3,422
Holiday observed on any other publicly proclaimed day	134	129,365
Holiday paid for	28	25,892
Other arrangements	16	24,905
Holiday not paid for	182	116,054
Totals with such provisions	454	375,761

TABLE 6.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON AN EMPLOYEE'S REGULAR DAY OFF (Other than Saturday or Sunday).

Provision	Number of Agreements	Number of Workers Covered
Another day off allowed.....	34	21,607
Holiday paid for.....	64	87,118
Other arrangements.....	9	20,884
Holiday not paid for.....	181	114,824
Totals with such provisions	288	244,433

The following are examples of some of the clauses mentioned above:

I

In the event one of the above Statutory Holidays falls on Sunday, the following Monday will be observed as the Statutory Holiday.

II

If the holiday falls on Saturday, eligible employees shall receive holiday pay, provided they have worked the last preceding scheduled work day within the work week in which the holiday falls, and the next succeeding work day in the following week.

III

For purposes of clarification, if any of the designated holidays falls on a Saturday, the parties agree that no pay shall be due to the employees for said holiday.

IV

Although the said agreement states that no pay shall be given for a holiday falling on Saturday, it is understood and agreed that should legislation be passed by the Government changing the dates of holidays falling on a Saturday to the Monday of the following week that the said holiday shall be paid for.

V

Should an employee be absent from work on New Year's Day, Good Friday [etc.], it is the intention of this Agreement that under certain conditions his pay for the week in which such day falls should not be reduced by reason of such absence. Should therefore an employee be absent from work on any such day he shall be paid at what would have been his applicable hourly rate for time so lost by him from his regular work on that day, provided that he shall not be so paid ... (c) if such holiday is his regular day off.

Conditions of eligibility for pay for paid holidays.—Usually the right to pay for a paid holiday is subject to certain conditions. The commonest of these is that an employee must have worked the day before and the day after the holiday. As Table 7 shows, this stipulation was contained in 393 agreements, which is approximately half of those which mention paid holidays. A certain length of service, varying from 30 days to as long as one year, is another common condition. A third condition fairly often met with is one which requires the employee to have performed a certain minimum amount of work during a stated period in which the holiday occurs. The following are examples of clauses laying down such conditions:

I

All permanent hourly-rated employees who are not required to work on the following seven statutory holidays ..... shall receive eight hours straight time pay for these seven holidays, subject to the following conditions:

(a) Provided the employee has worked his scheduled work day on both the employee's working day preceding and the employee's working day following such holiday.

If the employee is absent from work without leave from the management on either of such days, he shall not receive pay for such holiday....

(b) Provided the employee is actively employed sometime during the week of the holiday.

II

All employees, upon completing two months' continuous service, who work the complete scheduled hours on the work-day immediately before and on the work-day immediately after each of the above-named holidays, shall receive pay at their current rates for: eight hours if the holiday falls on a Monday to Friday inclusive.

III

A member of the Union must work not less than sixteen hours on the week when the Legal Holiday falls to be entitled to be paid for this day.

Another condition often mentioned, but not tabulated, is that an employee shall forfeit his right to holiday pay if he is ordered to work on the holiday and does not do so.

Particular Days Observed.—Table 8 lists the numbers of agreements, with numbers of workers covered, that provide for the observance of particular days; i.e. New Year's Day, Christmas, and so on. The holidays covered by the description "Various religious holidays" in the table are the Epiphany, Ascension Day, All Saints, and the Immaculate Conception. The agreements mentioning these days apply in the province of Quebec. The item "Other days" includes various days which are mentioned occasionally, such as Easter Monday, the day after New Year's Day, the union's picnic day, and some which are evidently popular local holidays.

TABLE 7.—AGREEMENTS STIPULATING SERVICE REQUIREMENTS FOR PAID HOLIDAYS

Provision	Number of Agreements	Number o Workers Covered
Conditions for entitlement to pay for paid holidays:		
Employee must wo rk the day before and the day after the holiday	393	315,585
Only employees with seniority entitled to pay	61	44,482
30 days' or one month's service	60	71,504
60 days' or 2 months' service	11	3,202
90 days' or 3 months', or 12 weeks' service	39	24,475
180 days' or 6 months' service	17	4,623
One year's service	8	8,413
Other periods of service	14	10,011
Various service requirements during a stated period within which the holiday occurs	87	77,840
Pay for holiday reduced for absence during week in which holiday occurs	9	11,951

TABLE 8.—STATUTORY HOLIDAYS OBSERVED: PARTICULAR DAYS

Holiday	With Pay When Not Worked		Without Pay When Not Worked		Totals*	
	Number of Agree-ments	Number of Workers Covered	Number of Agree-ments	Number of Workers Covered	Number of Agree-ments	Number of Workers Covered
New Year's Day	695	474,408	117	101,788	812	576,196
Good Friday	604	393,507	126	106,888	730	500,395
Victoria (Empire) Day	515	357,755	89	57,309	604	415,064
St. John the Baptist Day	110	77,581	29	19,109	139	96,690
Dominion Day	636	443,081	138	109,666	774	552,747
Civic Holiday	225	154,532	42	34,641	267	189,173
Labour Day	709	533,784	116	64,399	825	598,183
Thanksgiving Day	566	399,198	110	71,944	676	471,142
Remembrance Day	215	126,716	59	39,054	274	165,770
Christmas Day	703	531,711	113	77,265	816	608,976
Boxing Day	134	48,670	50	59,753	184	108,423
Various religious holidays	73	48,903	48	32,691	121	82,726
Other days	103	127,826	27	16,277	132	144,331
Additional holidays as proclaimed	50	18,010	22	18,669	72	36,679
Holidays observed, but days not named	45	69,292	33	66,223	79	135,944

* In addition there are 28 agreements covering 49,021 workers in which days named as holidays vary for different sections, occupations or localities.

Welfare Provisions in Construction Agreements

For the purpose of replying to a questionnaire from the International Labour Organization, the Economics and Research Branch recently examined a sample of 72 collective agreements in the construction industry for welfare provisions. These agreements covered approximately 15 trades, of which one or more trades were used in 30 cities across Canada.

Three agreements were found to have provision for the establishment of a "welfare fund" made up of contributions amounting to 8 or 10 cents per hour worked. No details were available on the benefits payable from it. These agreements covered electrical workers at Vancouver and Victoria and bricklayers at Winnipeg. Proposed welfare plans are mentioned in agreements covering several trades at Windsor and in the agreement for elevator construction workers across the country.

Forty-one agreements contained some provisions for welfare facilities on construction sites varying from the supply of sanitary utensils for drinking water or the supply of tool chests only to the supply of lock-fast shelters for changing clothes and storage for tools and clothes, the supply of lunch room accommodation and suitable sanitation facilities, all sufficiently heated when necessary. Other provisions found in some agreements include the supplying by the contractor of certain protective clothing, either to protect the workers from injury or from water and mud. In addition, some agreements allow

time to clean up before lunch and quitting time, as well as protective measures to guard against injury and the provision of covered transportation when required. Some agreements specify that the contractor is responsible for tools and personal property lost or destroyed while stored in the lock-fast shelter, but two agreements exempt the contractor from such responsibility. Certain of the above amenities are regulated by the number of workers employed at the construction site or by the value of the contract. One agreement refers to seating accommodation in the shelter.

Only two of the agreements in this sample refer to construction camps maintained by the contractor. Provisions include specified enclosed floor and clothes cupboard space, a room for two men only, fully enclosed with door and lock, window, lighting, controlled heat, mattresses for each bed. Sanitary provisions include facilities for each ten men, wash basin for each five men, shower or bath for each fifteen men, with these washroom facilities located in the same building. Laundering facilities are also included. The cleanliness and hygienic condition of the camp and camp equipment is the responsibility of the contractor.

During bargaining negotiations, employers must comply with a union request for wage records of individual employees whom the union represents, the United States Supreme Court has ruled, in effect, in refusing to review an appeal brought by a North Carolina firm against an order issued last July by the National Labor Relations Board. The NLRB order was later upheld by the Circuit Court of Appeals, Richmond, Va.

In answer to the union's demand for a wage increase, the company said its wage rates matched or exceeded those of competitors in the area and supplied wage data which it said were sufficient to enable the union's negotiators to judge whether the firm's wage rates were in line with those of competing companies. The only requested data withheld were the names of employees paid at each wage rate. The NLRB order required the company to give names and wage rates when asked by the union.

Canadian Railway Board of Adjustment

(Continued from page 660)

Further, the Company contended, the external dimensions of a rotary do not exceed those of other work equipment such as snowploughs and auxiliary cranes. Prevailing conditions are similar, the only difference being that with a snowplough the locomotive engineer on the pushing unit could operate over a whole subdivision working entirely on the signals of the snowplough operator, whereas rotaries generally are used only to clear small sections of the track, the working limits of which, in most cases, are protected by train orders.

The Board sustained the contention of the employees to the extent of a "run-around" of 50 miles, as per Article 26(c) of the current Agreement (not quoted), providing the employee in question was qualified. It was the Board's opinion that under the provisions of the Agreement, engineers, when qualified, are entitled to the work of operating rotary snowploughs.

Recent Regulations

(Continued from page 683)

$600 a year, an additional allowance may now be paid to him in order to bring his income up to $600.

The supplemental allowance to recipients of old age security pensions, formerly paid quarterly, will now be paid at monthly intervals as has been the case with allowances to blind persons.

In addition to establishing the qualifications for allowances, the regulations set out what is to be considered as income, what the duties of the Director of Public Assistance are, the procedure to be followed when the recipient is absent from the province and various other matters with respect to the payment of allowances.

Labour Legislation in Manitoba, 1955

Current rates under Workmen's Compensation Act made applicable to all children in receipt of allowances. Arbitration procedure for firemen is revised. Committee on industrial relations continuing its study

The Manitoba Legislature was in session from February 1 to March 31. During the session it raised to the current level the benefits payable to dependant children and orphans receiving allowances under the Workmen's Compensation Act. The Fire Departments Arbitration Act was amended by requiring bargaining between a municipality and its firefighters to begin in October in any year in which an agreement is being revised or renewed, and by changing the date upon which agreements or awards under the Act become effective.

The review of all phases of Manitoba labour legislation entrusted to the Select Standing Committee of the Legislature on Industrial Relations in 1953 is still in progress. The Committee carried on its work as an industrial relations commission between the 1954 and 1955 sessions, and was authorized at this session to continue its inquiry during the recess.

The Blind Persons Allowances Act was amended to lower the minimum age of recipients from 21 to 18 years in line with the amendment to the federal legislation introduced in Parliament. A new Disabled Persons Act was passed.

Workmen's Compensation

An amendment to the Workmen's Compensation Act, effective April 1, raised the monthly compensation payable to children receiving compensation according to earlier scales up to the current level. This applies to children living with one remaining parent and to orphan children. The provision also applies to invalid children who receive allowances ofter the age of 16 years. The present rates are 20 dollars in respect of each child living with a parent and 30 dollars for an orphan child, subject to the provision that total compensation to widow and children may not exceed 70 per cent of the workmen's average earnings. The pensions for widows and invalid widowers were raised to the current level in Manitoba in 1953 (L.G., 1953, pp. 1331-33).

Industrial Relations

The Fire Departments Arbitration Act passed in 1954 (L.G., Aug. 1954, p. 1153) was amended so as to require bargaining for the revision or renewal of an agreement between a municipality and a firefighters' union to take place in the fall of the year. If it is necessary to refer any issue to arbitration, the arbitration board is to be appointed early in the following year and the award, which is to be made not later than the end of February, is to take effect from January 1 of that year.

As introduced, the Bill provided only that when an arbitration board is established, a collective agreement or award will become effective on January 1 of that year regardless of whether or not the municipality concerned has made or can make provision for the expenditure in its estimates for that year. Previously the Act had stipulated that such an agreement or award would become effective only on the first day of the fiscal year in which the municipality could include provision in its estimates for the expenditure, or on a later specified date. The Bill also specified that the report of the Minister of Labour to an arbitration board is to consist of the original proposals and counter-proposals as submitted by each party to the other party. Where the parties have agreed in writing, and so notified the Minister, to eliminate or modify any of the original proposals, he is obliged to amend his statement to the arbitration board accordingly. Any award made by the board must be limited to matters contained in the statement.

The above amendments were passed as introduced, but further provisions setting the dates when bargaining is to take place were added when the Bill was referred to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the Select Standing Committee on Industrial Relations. When either party wishes to revise or renew an existing collective agreement ("collective agreement" having the same meaning as under the Labour Relations Act), that party must give the other party written notice, including proposed changes, not later than October 1 preceding the termination of the agreement. Bargaining must then be carried on according to the procedure set out in the Labour Relations Act (L.G., 1948, p. 1430), and the services of a conciliation officer may be obtained if required.

If the parties have not reached agreement by Decembr 31, either or both of the parties may apply, in writing, to the Minister of Labour for the appointment of an arbitration board. For 1955 only this application is to be filed not later than April 15; after this year not later than January 5. If the application is not made within the fixed time, or if the Minister refuses to appoint a board, the agreement existing when notice to bargain was given is to remain in effect until December 31 following the date by which the application for a board was required to be made, or the date of the Minister's refusal.

When an arbitration board is unsuccessful in formulating an agreement satisfactory to both parties, it is required to make an award not later than February 28 of the year in which the board was appointed.

Other Amendments

Remembrance Day

The Remembrance Day Act was amended by adding stock brokers' offices, which transact business on stock exchanges outside the province, to the list of establishments which are exempted from the requirement of closing on Remembrance Day. This amendment became effective on April 1.

Gas and Oil Wells

An amendment to the Mines Act, effective April 1, added to the Act two new parts dealing with oil and gas wells. The Lieutenant-Governor in Council has been given authority to make regulations which may include the requirement that operations be conducted in accordance with good oil field practice and in such a manner as to prevent undue hazard to life. The regulations may also provide that drilling operations may be carried on only under the continuous personal supervision of a responsible person who is registered or certified as being competent.

The Oil and Natural Gas Conservation Board, which is provided for in the amendment, is authorized to take possession of any well in order to remove any undue hazard to life or property. The employees and officers at such a well are required by the Act to obey the orders of the Board.

Every person who contravenes or fails to comply with the Act, the regulations, or orders of the Board is liable on summary conviction to a fine of not more than one thousand dollars for each offence. The offender becomes liable to a fine of not more than five hundred dollars for each additional day the offence continues.

Public Buildings

Amendments to the Department of Labour Act and the Public Buildings Act transferred responsibility for the administration of the Public Buildings Act from the Minister of Labour to the Minister of Public Works.

Social Legislation

Disabled Persons' Allowances

A new Act to provide allowances for disabled persons repealed and replaced the Disabled Persons Act, 1954 (L.G., Aug. 1954, p. 1154). Like the 1954 Act, the new legislation authorizes an agreement between the Government of Manitoba and the Government of Canada to provide allowances to disabled persons, half the cost of the allowances to be paid by each Government. The new Act specifies the local authority to which an application for a pension may be made, and sets out further details as to the administration of the scheme.

Blind Persons' Allowances

The Blind Persons' Allowances Act was amended so as to enable the Government of Manitoba to enter into an agreement with the Government of Canada for the provision of a scheme of allowances to all blind persons over the age of eighteen years. Formerly there was provision for assistance only to persons over twenty-one years. This amendment will come into force upon proclamation.

Bills Not Passed

A Bill to provide equal pay for women was defeated by a vote of 13 to 33 on second reading. The Bill would have prohibited an employer from discriminating between his male and female employees by paying a female employee at a rate of pay less than the rate of pay for a male

employee for work of comparable character done in the same establishment. It would authorize the Minister to have the complaint of an aggrieved employee investigated by a conciliation officer, and to issue an order based on the conciliation officer's recommendations if he failed to effect a settlement.

A proposed amendment to the Fair Employment Practices Act, which was defeated by a vote of 12 to 34 on the motion for second reading, would have prohibited employers from including on application forms or questionnaires questions about the race, national origin, colour or religion of any applicant or any of his forebears.

A Bill was defeated on second reading which would have provided certain exceptions to the Lord's Day Act (Canada) by permitting professional sports on Sunday afternoon. The Bill, which was similar to the Lord's Day (Ontario) Act passed in 1950, would have empowered municipalities to pass by-laws after having submitted the question to municipal electors.

An amendment to the Shops Regulation Act which failed to get beyond the committee to which it was referred would have extended to municipalities authority to make closing by-laws applicable to certain classes of grocery shops, i.e., those in which groceries valued at more than one thousand dollars are offered for sale.

Resolutions

The Select Standing Committee on Industrial Relations, which in 1953 was given the task of examining all phases of industrial relations and legislation affecting them, continued its work during the session and was authorized by resolution to meet during recess. It was also authorized to study all aspects of workmen's compensation.

A resolution was passed on March 29 asking the Government of Manitoba to urge the federal government to accelerate employment by a program of public works and to assist unemployed employables not protected by unemployment insurance. The resolution also instructed the Manitoba Government to confer with the federal government on a study of winter employment and the co-ordination of public works projects, to stimulate industrial activity and develop natural resources, and to diversify farm practices in order to provide greater employment on the farm.

Several motions respecting the provision of hospital services were discussed. A resolution advocating a voluntary co-operative hospitalization scheme of universal coverage and also an amendment to it for a government-financed hospitalization plan which would be extended to all persons regardless of their financial position were both defeated. A further resolution advocating that the Government provide free hospital, medical, surgical, dental and optical care for aged persons in need of such assistance and that the Government provide grants to municipalities to assist in building, maintaining and operating homes for the aged was defeated on March 28. On the same date a substitute motion advocating that the province extend grants to municipalities toward the capital cost of homes for the aged was approved.

Labour Legislation in British Columbia, 1955

Apprenticeship, workmen's compensation, and regulation of boilers and pressure vessels main objects of labour legislation at last session

The British Columbia Legislature, in session from January 25 to March 15, made changes in the legislation affecting apprenticeship, operation of boilers and pressure vessels, and workmen's compensation. The Act regulating private employment agencies was also replaced, and new legislation, the Industrial Transportation Act, extended a measure of control to private industrial roads in the interests of safety.

The apprenticeship legislation which has been in effect since 1935 was replaced by a new Act. The major change is that there is now provision for issuing certificates of qualification to competent workmen in the designated trades, as well as certificates on completion of apprenticeship training. Steel fabrication, barbering and watch repairing have been added to the list of designated trades.

Allowances to dependent children under the Workmen's Compensation Act were increased to $25 a month, higher minimum compensation for disability was established, and other changes were made affecting coverage and the determination of claims.

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Refrigeration plants, as well as boilers and pressure vessels, are now covered by the Boiler and Pressure-Vessel Act, and the legislation was brought up to date in respect to a number of other matters.

Apprenticeship

The Apprenticeship and Tradesmen's Qualification Act replaces the Apprenticeship Act of 1935. The basic principles of the apprenticeship system are the same but the Act now expressly provides also for the issuing of certificates of qualification to persons competent in the designated trades. Under the new provision for the certification of tradesmen authority is given for setting up examining boards. Provisions respecting the examination of tradesmen prior to issuing a certificate of qualification, the duration and renewal of certificates, cancellation, revocation or suspension for cause and fees are to be prescribed by regulation.

The other main change is that under the new Act a contract of apprenticeship may be entered into, on application of the employer and prospective apprentice, in other than a designated trade whenever the director of apprenticeship considers it advisable.

Three new trades, steel fabrication, barbering and watch repairing, are designated under the Act.

The Act provides for a system of apprenticeship to be carried on in designated trades and, as noted above, in special cases in other trades.

As before, provision is made for a provincial Apprenticeship Committee to advise the Minister of Labour on all matters connected with the general conditions governing apprenticeship, for trade advisory committees, and also for examining boards to be appointed for the purpose of certifying tradesmen.

Under the Act, the period of apprenticeship may not be less than two years unless the Minister of Labour, on the recommendation of the provincial Apprenticeship Committee, has given permission.

Every contract must be in the approved form and subject to regulations of the Lieutenant-Governor in Council. These regulations may set out the number and qualification of apprentices who may be employed or trained in any trade, the period of apprenticeship, the standard of education and other qualifications required of an apprentice, the duties and responsibilities of the parties, the educational classes to be attended and the course of training to be given, the hours of labour and rates of wages, and the issue of certificates on completion of apprenticeship.

In a designated trade an employer may not, without the permission of the Minister, employ a person under 15 years of age. Persons between 15 and 21 years may not be employed in a designated trade unless they are under contract of apprenticeship, except as common labourers. A person over 21 years, if he is employed as an apprentice, must also be under a contract of apprenticeship.

Under the Act seven building trades are designated, as well as the trades of automobile maintenance, glass work, jewellery manufacture and repair, lithographing, machinist, metal trades, moulder, refrigeration, ship and boat building industry, sign and pictorial painting industry, servicing and repair of current-consuming electrical appliances, office machine mechanic and the three new trades of steel fabrication, barbering and watch repairing. The trades of aviation mechanic and druggist were dropped from the list of designated trades. The Lieutenant-Governor in Council may add additional trades to the designated list or remove trades from it.

The Act is administered by the Minister of Labour through a Director of Apprenticeship. With the approval of the Lieutenant-Governor in Council the Minister may enter into an agreement with the federal Government or with another province for the purpose of dealing with apprenticeship and tradesmen's qualification on a federal or interprovincial basis.

The Director of Apprenticeship is required to keep a register of every contract of apprenticeship, to maintain a register of certificates of proficiency and to make the necessary inquiries to ensure that the provisions of the Act are being complied with. He is also to promote interest in apprenticeship, assist in establishing an apprentice system in any industry, provide information for the trade advisory committees and examining boards, collaborate with educational authorities in the training of apprentices and make an annual report to the Minister.

The Act provides that no contract of apprenticeship may be made in a designated trade except in accordance with the Act. On application of the employer submitted to the Board together with a probationary contract of apprenticeship signed by himself and the prospective apprentice or his parent or guardian the Director may give written approval for the person to be employed for up to three months or such

longer period as the Provincial Apprenticeship Committee may allow as preliminary to full apprenticeship in the trade.

Where the employer in a designated trade is unable to give a minor proper training to enable him to become competent at the trade, the Minister, on receiving a report of the facts from the Committee, may authorize in writing the employment of a minor by the employer without a contract of apprenticeship under prescribed conditions. If the minor attains a standard of proficiency equivalent to the recognized standard for a fully qualified tradesman the Committee is to report to the Minister, who will release the apprentice from the necessity of entering into an apprenticeship contract.

No contract of apprenticeship will be effective until it is approved by the Committee and registered by the Director. Where a person is employed as an apprentice in a trade which is designated after he commences employment, the employer must register the agreement with the Director within three months. Where a person is employed but not as an apprentice in a trade which is later designated the Act will not apply for three months. The period during which the minor was employed may, with the approval of the Committee, be allowed as part of the time required to complete the full period of his subsequent apprenticeship.

As previously every contract of apprenticeship must be signed by the employer and by the person to be apprenticed, or by his guardian if he is a minor.

An agreement may be terminated by the consent of all parties or by the Director if good cause is shown. An apprentice may be transferred from one employer to another in the same trade with the approval of the Director. The Director may refuse to register a contract if it appears not to be for the benefit of the apprentice. In such case the matter in dispute must be referred to the Minister, whose decision is final.

The Lieutenant-Governor in Council may make regulations concerning the powers, duties and functions of Trade Advisory Committees and Examining Boards; the qualifications of members of such committees and the method of appointing the members, the procedure they are to follow and the records they are to keep.

A minimum fine of $25 and a maximum fine of $100 may be imposed on summary conviction of a person who violates any provisions of the Act or regulations. An employer convicted of failing to pay an apprentice the money required in accordance with the contract must be ordered, in addition to paying the fine, to pay the apprentice all the money owing to him.

Steam Boilers and Pressure Vessels

The Boiler and Pressure-Vessel Act was revised at this session to bring it into line with recent advances in the field. In February 1954 British Columbia adopted the latest edition of the CSA Boiler and Pressure Vessel Code (CSA B51-1951), the fifth province to do so, and most of the changes are either to bring the Act into line with the Code or to make it more uniform with the legislation in the other provinces. The amendments are largely the same as the ones introduced last year, which were held over until this year's session.

The definitions section was completely revised and the definitions are now similar to those in common use throughout Canada. The scope of the Act has been widened to include refrigeration plants with a capacity of more than three tons of refrigeration in 24 hours as well as boilers and pressure vessels as before. Most of the other provincial Acts cover refrigeration plants. Other amendments introduce an interim certificate permitting plants to be put into operation before inspection under certain circumstances, require an inspector to be notified before repairs are begun and authorize the examination and certification of welders.

The section setting out the coverage of the Act was replaced and is now similar to the Ontario Act. The Act covers all boilers and pressure vessels in the province except a steam boiler of two h.p. or less in capacity and less than three cubic feet in volume; boilers used for heating buildings occupied by not more than four families; those used in the operation of a railway; those subject to the Canada Shipping Act; pressure vessels for permanent use at 15 pounds p.s.i. or less and low pressure boilers of 3 h.p. or less in capacity. The amendment excludes refrigeration plants with a capacity of three tons or less of refrigeration in 24 hours; a boiler used in connection with an open type hot water heating system; a pressure vessel six inches or less in diameter and one and one-half cubic feet or less in volume; a pressure vessel which has an internal diameter of 24 inches or less used for storing hot water, and one used exclusively for hydraulic purposes at atmospheric pressure. Shipping containers subject to inspection by the Board of Transport Commissioners are also

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excluded. The Act now provides, however, that where the Chief Inspector deems it necessary in the interest of safety to require safety appliances, repairs, modifications or additions to any pressure equipment irrespective of the size or pressure, he may order that such changes be made.

As previously, no person may operate a boiler unless a certificate of inspection is in effect except in the case where, before the previous inspection certificate expired, the owner requests that the boiler be inspected and the inspection has not yet been made. A further exception is now made to permit owners to put plants into operation or to continue operation until inspection is possible. Where the circumstances are such that, in the opinion of the Chief Inspector, the inspection may be postponed, he may issue an interim certificate provided that the boiler is in the charge of a competent engineer and that all necessary fees are paid.

The Act requires that all boilers be registered before they are put into operation. Now, however, the former registration procedure has been eliminated and the issue of an inspection or interim certificate will serve as registration. For failure to comply with this section a fine of up to $300 may be imposed.

Before repairs are made to a boiler or pressure vessel the Inspector must be notified of the nature and extent of the repairs and must give his approval. The boiler or pressure vessel may not be put into operation until the Inspector is satisfied that it may be used safely.

Several changes were made in the sections dealing with the qualifications and duties of plant engineers. A new provision states that unfired steam boilers will be under the general supervision of the chief engineer. In a plant where the boilers are all unfired the classifications of the chief engineer and assistant engineers required for the plant are to be determined by the Boiler Inspection Committee.

In a steam plant where one engineer is unable to exercise continued supervision, the owner is required to employ sufficient shift engineers, under the supervision of the chief engineer, to ensure that all parts of the plant are under the immediate supervision of an engineer. If two or more shift engineers are required, each one must hold a certificate prescribed for a shift engineer of the total capacity of the plant unless another class of certificate is required or approved by the Chief Inspector in writing. Whenever a question arises as to the extent to which one engineer can exercise general supervision, the Chief Inspector is to decide the question subject to the appeal provided for in the Act.

The Act formerly forbade the engineer in charge of a steam plant or in charge of a shift from absenting himself for more than 15 minutes unless relieved by another engineer. This prohibition now applies only to the shift engineer of a high pressure steam plant. If he leaves the plant he must be relieved by an engineer possessing a certificate of not less than one grade lower than that required to operate the plant as shift engineer.

The Lieutenant-Governor in Council is authorized to make regulations governing the examination and certification of welding operators. No person may weld or employ a person to do welding in the construction, alteration or repair of any boiler or pressure vessel or pressure piping unless such regulations have been complied with.

Workmen's Compensation

The main changes to the Workmen's Compensation Act concern benefits, coverage, and appeals from the decisions of the Board's medical staff. In respect to benefits, the monthly allowances to dependent children of a deceased workman, and the minimum benefits to disabled workmen, were increased. The provision permitting commercial fishermen to obtain coverage on application as independent operators was revised.

A section added to the Act last year (L.G., 1954, p. 1740) stipulated that an independent operator who performs work of a nature which, if he were an employee, would be within the scope of the Act, may be brought under the Act on application and be entitled to its benefits on behalf of himself and his dependents between the ages of 16 and 21 years. This section is now re-worded to make his widow and all other dependants entitled to benefits in case of his death arising out of employment. A scheme for fixing assessments for independent operators in the fishing industry was recently announced by the Minister of Labour (L.G., May, p. 508).

All hotels are now covered by the Act whereas before the amendment only those having ten or more bedrooms were included. "Licensed public houses or lounges" have been added to the list of covered establishments, replacing "beer parlours".

The monthly payment in death cases to each child under 16 years and each invalid child living with a parent was increased

from $20 to $25. This amount is continued up to age 18 if the child is attending school. The increase applies from April 1, 1955 regardless of the date on which the accident or disablement took place. This clause, making benefits payable retroactively, was inserted by the Legislature during passage.

The Act states that where the workman leaves both total and partial dependents the compensation may be allotted partly to the total and partly to the partial dependents. It is now expressly provided that where there is a partial dependent, the amount of compensation payable is to be determined by the Board, having regard to the extent of partial dependency in each case.

The minimum benefits payable for total disability were also raised, from $15 a week or weekly earnings if less to $25 a week or weekly earnings if less. When a workman receives compensation for disability the compensation is normally limited to 75 per cent of his average earnings. The provision for minimum weekly benefits is for the protection of a workman whose average earnings are low.

An amendment to the Act in 1954 provided higher pension payments, beginning January 1, 1955, to workmen injured before March 18, 1943, provided they were receiving compensation on January 1, 1955. A new subsection provides that the higher payments in respect of such persons will also apply to payments for disability awarded on and after January 1, 1955. The increased payments are calculated on the basis of a compensation rate of 66⅔ per cent and on the actual average earnings of the workman at the time of the accident, but the earnings are not to be taken as less than $2,000 per annum and are subject to a maximum of $2,500. (The present compensation rate is 75 per cent on maximum annual earnings up to $4,000 and is applicable to accidents occurring after January 1, 1955.)

A new provision with respect to compensation for silicosis authorizes the Board, subject to the approval of the Lieutenant-Governor in Council, to enter into an agreement with Canada or the appropriate authority in any province providing for co-operation in all matters under the Act relating to a workman disabled by silicosis.

The provisions regarding third-party actions permit the workman or his dependant who elects to take action against some person other than the workman's employer in lieu of claiming compensation under the Act, to take action against the executor or administrator of the person causing death or injury.

Other amendments are designed to ensure prompt progress reports from physicians, qualified practitioners and others treating the workman in order to reduce delays in the payment of compensation and in order to keep the Board better informed about the workman's progress. The physician is required to furnish his first report to the Board within three days of first attending the patient and at 30-day intervals while the workman is absent from work. He is required to furnish a final report to the Board within three days after the workman is, in the opinion of the physician, able to resume work. In addition, if treatment is being continued after the workman returns to work the physician is now required to furnish further adequate reports.

A new subsection is designed to ensure that a physician, qualified practitioner or other person authorized to give medical aid confines his treatment to injuries to such parts of the body as he is authorized by statute to treat and declares the giving of unauthorized treatment to be an offence against the Act.

The Act now declares it an offence for a physician, qualified practitioner or other person to fail to submit prompt, adequate and accurate reports and accounts as required by the Act or by the Board. The right of such a person to be selected by the workman to render medical aid may be suspended or cancelled by the Board. The Board is required to notify the person of the cancellation or suspension and also inform the governing body named in the Act under which he is authorized to practice.

Another change as regards medical aid is the provision for a simplified method of appeal. Under a 1954 amendment when a workman felt aggrieved concerinng a decision of the Board's medical staff and requested a further examination, his case was to be referred to two specialists, one to be selected by himself and the other by the Board, and their decision was conclusive. Now the appeal is to be heard by one specialist only, selected by the workman. The workman is to select the specialist within 18 days of being notified to do so by the Board from a list provided by the Board of all specialists in the class of ailment in respect of which the workman has claimed compensation. The Board is required to appoint the specialist within 18 days. If the workman fails to notify the Board of his choice within the required period the Minister of Labour may appoint a specialist. If the specialist does not accept the nomination or is unable to complete the examination another specialist

may be appointed in the same manner. The specialist is required to examine the workman at a time and place specified by the Board and issue a certificate within 18 days. It is now stated that the specialist in conducting his examination has the power of a Commissioner under the Public Inquiries Act, may receive such evidence as he sees fit and may determine his own procedure. Within 18 days of receiving the certificate of the specialist the Board must review the claim and notify the workman of its decision. The section which formerly permitted the Board of its own motion to refer a claim for review is repealed.

When the Board is determining compensation or fixing assessments on the payroll of the employer, a further amendment authorizes it to take into account the value of board and lodging provided to the workman.

Employment Agencies

The new Employment Agencies Act, which replaces a 1919 Act, requires non-profit employment agencies to register annually with the Department of Labour. The Act continues to prohibit an employment agency from charging a fee to the person seeking employment.

The Act does not apply to a registered trade school which endeavours to secure work for its students. A trade union is not included in the definition of "employment agency" and an agency which operates for the sole purpose of hiring employees for one employer is not required to register.

The operator of an employment agency is required to make application in writing to the Minister of Labour for registration under the Act. The Minister will then issue a certificate of registration which he may cancel at any time for failure to comply with the Act. The registration must be renewed on the 31st of December each year.

The operator is required to keep records of the names and addresses of all employers to whom persons seeking work are directed and the name, address and rate of wages of persons for whom employment is obtained, and the name and address of a person directed to an employer or provided with information regarding employers seeking workers. An inspector may inspect the records and take extracts from them.

An employment agency which has knowledge of a legal strike or lockout is prohibited from sending a person to take employment in place of an employee on strike without informing the person sent of the strike or lockout.

Regulations may be made for carrying out the provisions of the Act, including fixing the registration fee.

A minimum penalty of $10 and a maximum penalty of $25 is provided for contravention of the Act.

Industrial Road Haulage

The Industrial Transportation Act was passed to deal with safety problems in the construction of industrial roads as distinct from public roads and in the transportation by truck of natural resources material, machinery or personnel on such roads. (Private roads are extensively used in the logging industry. Rail transportation was formerly the method used for haulage in this industry and the necessary safety measures were contained in the Railway Act.) The Act is to be administered by the Minister of Railways and will come into effect on proclamation.

Since industrial roads are not covered by the legislation governing safety on public highways, the new legislation establishes a measure of control over the condition of the road itself, the vehicles used on it, and the competence of the operators of the vehicles. Before a company constructs a private road, it must obtain approval of the plan. During operation the roads may be inspected and the Minister may require repairs to be made. Vehicles and equipment used upon industrial roads are required to be maintained in safe condition. An operator must hold the regular driver's licence or a special licence issued under the regulations. An accident causing personal injury to any person using the road must be reported by the company to the Minister, and the Minister may cause an inquiry to be made.

The approval of the Minister is required before an industrial road may cross a public highway. In order to obtain approval the applicant must submit plans and specifications of the crossing and satisfy the Minister that the Minister of Highways has consented to the proposed crossing. The Minister may determine the precautions which must be taken to ensure safety at the intersection. No motor vehicle may be operated through the highway crossing until the Minister gives his authorization. The Minister may approve an application subject to such direction to ensure safety as he deems necessary. Except with the authority of the Minister, no industrial road may obstruct or interfere with the access to a mine.

No construction or material alteration of a bridge, tunnel, viaduct through or over which motor vehicles must pass, the length or span of which would exceed 18 feet, may be made until leave has been obtained from the Minister. When an industrial road is abandoned the Minister may order the removal of any bridge or other structure liable to menace public safety, create a fire hazard or obstruct a stream.

Inspecting engineers are to be appointed to inspect industrial roads on being directed to do so by the Minister. The inspection fee is to be paid by the company. As a result of an inspection, the Minister may order repairs to be made and may require the part of the road not to be used until the repairs are carried out.

All motor vehicles and equipment used in connection with an industrial road must be maintained in safe condition and consistent with regulations which may be issued under the Act. Motor vehicles equipped to haul trailers and semi-trailers, as well as the trailers themselves, must be equipped with air brakes or power-brakes approved by the Minister. Motor vehicles which operate during darkness must be equipped with head-lights, tail lights, stop-lights and clearance lights in accordance with the regulations.

The Minister is authorized to make regulations for the certification of operators, governing of traffic, approval of safety devices used on motor vehicles and for fixing inspection and other fees. Drivers must hold a valid licence under the Motor-vehicle Act or a certificate of competency issued under the regulations. There is provision for the issuing of temporary permits by the Railway Department.

The company may also make rules, subject to the approval of the Minister, governing traffic on its roadways, speed, weight and size of vehicles, placing of stop signs, carriage of freight and passengers and other matters.

Signs must be placed at the junction of every public road and industrial road warning the public or drivers of vehicles that they are entering an industrial road and if they are entitled to enter they must obey the rules governing such roads. Company vehicles and company operated buses or crew-cars for transporting workmen must come to a complete stop before crossing a railway.

In case of an accident which results in injury to any person using the roadway, the company must as soon as possible after the occurrence notify the Minister, giving full particulars. The Minister may appoint persons to inquire into all matters which he deems likely to cause or prevent accidents and into the causes of any accident. Such persons must report fully in writing to the Minister respecting their enquiry. The Minister may recommend that the company suspend or dismiss any employee deemed negligent or wilful or that the company transfer any employee if the inquiry has shown that he is physically unfit for his regular occupation and that his unfitness contributed to the occurrence of the accident.

The company is authorized to prevent, using reasonable force if necessary, a violation of a by-law rule or regulation if it leads to danger or annoyance to the public or hindrance to the company.

A general maximum penalty of $300 and a minimum penalty of $10 is fixed for contravention of the Act. A trespasser on a yard or road of the company is liable to a penalty of up to $10.

Bill Not Passed

A private member's Bill, similar to one introduced last year, which failed to pass second reading, would have added a section to the Trade-unions Act requiring the written consent of the Labour Relations Board to any action brought in a court for an injunction, damages or other relief against a trade union or association of employees arising out of a strike, lockout or other labour trouble. The amendment would also have required two days' notice to be given to the affected parties before an injunction could be issued in an industrial dispute.

During hearings on a proposed labour relations code for New York's municipal employees, an American Federation of Labour representative urged the city to bar "company unions" in the civic service.

Jerry Wurf, of the American Federation of State, County and Municipal Employees, defined a company union in the governmental field as one that had high public officials among its leaders.

Mr. Wurf also said Communist-dominated unions or those that restricted membership on racial or religious grounds should also be denied recognition as bargaining agents by the new code.

Legal Decisions Affecting Labour

Supreme Court finds that Labour Relations Board authorized to change bargaining unit. Province's appeal court interprets Quebec Collective Agreement Act. Ontario Supreme Court orders union officers to pay damages to company for unlawful picketing causing breach of contract

The Supreme Court of Canada held that, although a certified union had not lost its majority in a bargaining unit composed of employees of 31 British Columbia hotels, the Labour Relations Board could find appropriate for collective bargaining a new unit composed of employees of one hotel only.

In Quebec the appeal court ruled that a trucker who had contracted to deliver goods for a wholesale grocery company was not required to pay his employees the wages fixed by the decree under the Collective Agreement Act applicable to the wholesale grocery trade.

An Ontario court awarded damages against two construction union officers for causing unlawful picketing.

Supreme Court of Canada...

...holds that labour board can certify a smaller bargaining unit carved from present 31-hotel unit

On January 25 the Supreme Court of Canada, allowing a union's appeal from the judgment of the British Columbia Court of Appeal (L.G., July 1954, p. 1018), held that the provincial Labour Relations Board had authority to entertain applications for certification of separate bargaining agents for employees of three hotels previously forming part of a multiple-employer bargaining unit. The Board could find the new units appropriate regardless of the fact that the existing bargaining agent had not lost its majority in the existing unit.

The facts of the case were set out by Mr. Justice Estey in his reasons for decision. Local 28 of the Hotel and Restaurant Employees' Union was the certified bargaining agent for employees of 31 hotels in British Columbia and had a collective agreement with the British Columbia Hotels Association for a two-year period ending April 30, 1953. Another union, Local 260 of the British Columbia Hotel Employees' Union, applied to the Labour Relations Board on April 28, 1953, to be certified as bargaining agent for three separate units composed of employees in the Georgia, Niagara and Marble Arch Hotels, all three of which belonged to the 31-hotel unit. On May 15, 1953, the Board considered the applications and directed that representation votes be taken among employees of the three hotels.

These votes were not taken because Local 28 had taken court proceedings in a similar case, the *Alcazar Hotel* case (L.G., April 1954, p. 561). After the provincial Supreme Court upheld the Board's procedure in that case, the Board on January 6, 1954, notified Local 260 that a vote would be taken at the Georgia Hotel. On January 7 the Hotels Association, supported by Local 28, applied for a writ of prohibition to prevent the Board from certifying Local 260 and from holding representation votes. On February 2, 1954, the British Columbia Supreme Court refused to grant the writ of prohibition (L.G., May 1954, p. 681). Its judgment was reversed by the Court of Appeal on March 26. Local 260 brought an appeal to the Supreme Court of Canada.

Local 28 contended that its certification should remain effective until cancelled under Section 12(7) of the Industrial Conciliation and Arbitration Act.[1] That section provided for cancellation by the Board if the labour organization ceased to be a labour organization, if the employer ceased to be the employer of the employees in the unit, or if after the union had been certified for at least 10 months it had ceased to represent a majority of employees in the unit.

Mr. Justice Estey examined the provisions of the statute. It contemplated that in general a collective agreement would remain in force for the period specified in it. However, provision was made for the termination of an agreement with the consent of the Board, and for the cancellation of a bargaining certificate and the certification of a new bargaining agent. Section 10(1) of the Act, the section specifying the times when a union could apply for certification, made no reference to Section 12(7), the section providing for cancellation of certification by the Board. Section 10(1)(c) of

[1]That Act was replaced by the Labour Relations Act which came into force June 16, 1954.

the Act provided that, where an agreement was in force, 10 months of its term must have expired before a new application for certification could be made. If cancellation of the previous bargaining authority were a condition precedent to the making of a new application, the 10-month period would appear inappropriate and unnecessary. In Mr. Justice Estey's opinion, Sections 10 and 13 of the Act contemplated the making of a new application for certification, such as that made by Local 260 in this case, quite independent of cancellation of certification under Section 12(7).

Local 28 argued that, even if Local 260 could apply for certification under Section 10(1)(c), the Board could determine only the question of representation since the unit was already determined by the prior certification. His Lordship rejected this view, stating that the Act required the Board to determine the appropriateness of the unit on every application. He noted that Section 10(1) referred to "a unit", that is a unit selected by the applicant union itself. There were no words in the section in any way limiting the unit or excluding an application in respect of part of an existing unit.

It had been suggested that to permit the breaking up of bargaining units would undermine the stability and peace the statute was intended to attain. Mr. Justice Estey emphasized that the attainment of that end rested upon satisfaction on the part of employees with wages, working conditions, and with their bargaining authority. Generally collective agreements should be adhered to for their specified term, but where exceptional circumstances developed that made that impossible the Act allowed the Board to deal with the circumstances as they developed and to restore those factors that made for peace and stability.

As the Chief Justice of British Columbia had said, the Act contemplated changing conditions. Mr. Justice Estey held that if, after certification, the unit was inappropriate for collective bargaining or the employees in the unit were not members in good standing of the bargaining agent, the Legislature did not intend that the certification should continue, except that certain limitations as to new applications for certification were specified in the Act.

The Chief Justice, Mr. Justice Rand, Mr. Justice Cartwright and Mr. Justice Locke (with separate reasons for decision) concurred in the decision to allow the appeal and restore the judgment of the British Columbia Supreme Court dismissing the application for a writ of prohibition to prevent the Board from dealing with Local 260's application for certification. *British Columbia Hotel Employees' Union, Local 260* v. *British Columbia Hotels Association and Hotel and Restaurant Employees' Union, Local 28 and Labour Relations Board (B.C.)* [1955] 2 DLR 1.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . finds trucker who delivers wholesale groceries not subject to decree governing grocery industry

In a judgment handed down February 7, the Quebec Court of Queen's Bench, Appeal Side, held that the decree under the Quebec Collective Agreement Act applicable to the manufacture and wholesale trade of food products did not cover a trucker who had a contract with a wholesale grocery company for delivery of merchandise.

The decision was given by Mr. Justice Gagné, with whom the Chief Justice and Mr. Justice Bissonnette concurred.

The facts of the case were set out in the reasons for decision. On April 8, 1952, a wholesale grocery company entrusted to a trucking contractor the job of delivering merchandise from 8 a.m. to 5.30 p.m. each day. He was to furnish three or four trucks as required, with two men for each truck, for the sum of $100 per truck each week, subject to any change required by the parity committee or the Minimum Wage Commission. The plaintiff, the parity committee charged with administering Decree 2347, applicable to the manufacture and wholesale trade of food products, claimed $899.95 from the company and the trucking contractor as the amount due in wages to employees of the trucker under the decree plus the penalty imposed by the Act.

The committee maintained that the company was jointly liable with the trucker for the amount due by virtue of Section 14 of the Collective Agreement Act and Article 8(b) of the decree. Section 14 of the Act reads:

> Every professional employer contracting with a subentrepreneur or a subcontractor, directly or through an intermediary, shall be jointly and severally responsible with such subentrepreneur or subcontractor and any intermediary for the payment of the wage fixed by the decree.

Article 8(b) of the decree was almost identical.

The defendants argued that the trucker was subject only to Decree 1553 governing the trucking industry, on the ground that his contract with the company did not

provide for his participation in its business and that his employees were not in any way employees of the company. The parity committee argued that the employees of the trucker were indirectly taking part in the business of the company and so were entitled to the higher wages fixed by Decree 2347.

Mr. Justice Gagné considered that Section 14 of the Act would apply only to a contractor or subcontractor carrying on the same type of business as that covered by the decree. A decree could cover only the type of work described in it. The defendant trucker carried on only the business of trucking. His Lordship did not accept the plaintiff's argument that the delivery of goods was an essential part of the wholesale grocery business and that the company should not be permitted to evade the decree by entrusting the job of delivering goods to an independent trucker.

The judge noted also that the grocery company had no control over the trucker's employees. He had the sole responsibility for hiring them and for controlling their work subject to the conditions specified in the decree for the trucking industry. His Lordship considered that it would be abnormal for an employer and his employees to be subject to two decrees at the same time.

The Court affirmed the judgment of the Superior Court dismissing the action of the parity committee. *Le Comité Paritaire du Commerce de l'Alimentation en Gros de Québec* v. *Les Epiciers Unis Inc. et un Autre* [1955] BR 214.

Ontario Supreme Court...

...awards damages to construction company against two union officers for causing unlawful picketing

On March 14 the Supreme Court of Ontario awarded damages to a construction company against two union officers for unlawful picketing and granted a permanent injunction restraining them or their agents from picketing or attempting to induce breaches of contract between the company and other persons or corporations.

The decision was given by Mr. Justice McLennan, who first described the facts. The plaintiff, Smith Bros. Construction Company Limited, in January 1954 was carrying out five construction contracts in the Niagara peninsula. Part of the work, such as carpentering, was being carried on by the company's own employees, while contracts for roofing, metal work and plastering had been sub-let. The defendants in the case were four officers of Local 713 of the United Brotherhood of Carpenters and Joiners. The company had no collective agreement with the union and the union was not the certified bargaining agent and had not applied for certification. On one or two occasions in 1953 there had been some discussions between the president of the company and two of the union officers about payment of union wage rates. Some of the company's employees were members of Local 713.

On January 20, 1954, Local 713 passed a resolution that something should be "done about Smith Bros." because that company was not paying the union rate. On January 22 two of the union officers told the manager of the Bank of Montreal in Niagara Falls, where construction work was being carried on by the company, that there might be pickets placed on the job. They then called on Mr. Smith and told him they wanted to discuss a contract. When he refused on the grounds that the union was not certified and that the employees were satisfied, he was told that there would be pickets on some of the company's jobs in the near future.

After a meeting of the Niagara Frontier District Council, composed of Local 713 and three other locals, a telegram was sent to an official of the Cyanamid Company informing him that its plant in Welland would be picketed because the Smith Bros. company was unfair to union labour. Two of the defendants met with a representative of the Cyanamid and told him that if there were any Smith Bros. employees working there the plant would be picketed. The Cyanamid Company then notified the construction company that its men were not to work there from January 25, and as a result the Smith Bros. company instructed its employees not to go to that job.

On January 25 some unemployed men were hired by two of the defendants to walk up and down before the construction work at the Bank of Montreal, the Crippled Children's camp and the Ridgeway post office carrying signs reading "Smith Bros. unfair to union labour". The evidence before the Court disclosed that some of the plaintiff's employees and the employees of the subcontractors refused to cross the picket line and did not work from January 25 until February 15. At another job for the Norton Company, the plaintiff's employees did not work from January 27 until February 15.

On February 3 the plaintiff company obtained from the Labour Relations Board a declaration that the union had called an unlawful strike. Nevertheless the picketing continued until February 15 when Mr. Justice Wells of the Ontario High Court granted an interim injunction prohibiting picketing (L.G., July 1954, p. 1020).

The first argument on which the plaintiff based its case for an injunction and damages was that the union officers were responsible for a strike that was unlawful within the meaning of the Ontario Labour Relations Act or at common law. Mr. Justice McLennan considered that the Court was not bound by the Labour Relations Board's declaration that there had been an unlawful strike. He quoted the definition of "strike" in the Act: "'Strike' includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employes designed to restrict or limit output." The definitions laid down by the courts varied but involved the concept of all or a substantial group of employees ceasing or refusing to work pursuant to an agreement.

His Lordship stated that there was no evidence of the plaintiff's employees acting in concert with reference to the three jobs where the pickets were placed and it was quite evident that not all or nearly all of the plaintiff's workmen refused to work. The refusal of employees of the subcontractors to cross the picket line could not be considered a strike of the plaintiff's employees. As far as the Cyanamid job was concerned, the plaintiff's employees did not go to work there because the plaintiff instructed them not to. In Mr. Justice McLennan's opinion, picketing by men other than employees, without evidence that the body of the company's employees or a majority of a group of its employees acting in concert refused to work, did not constitute a strike under the Act or at common law.

The plaintiff's second argument was that the acts of the union officers constituted an unjustified interference with the company's contractual relations and that the picketing was an offence under the Criminal Code. Mr. Justice McLennan found that the action failed against two of the defendants, since there was no evidence that they had taken part in arranging for the pickets or in the dealings with the Cyanamid Company. He then dealt with the question of the purpose or intention of the acts of the other two defendants. They justified the picketing of the three jobs and the dealings with the Cyanamid Company on the grounds that the purpose was to inform the public that the plaintiff was unfair to union labour. Mr. Justice McLennan rejected this interpretation of the facts. He considered that the defendants' object was not to inform the public but to force the construction firm to sign an agreement with the union by bringing its operations to a stop. In the case of the Cyanamid Company they achieved their object without picketing. If the purpose of the picketing of the other three premises had been to inform the public, the offices and yard of the Smith Bros. Company would have been picketed, and they were not. Mr. Justice McLennan considered it clear that the two defendants had without justification induced a breach of contract between the Cyanamid Company and the plaintiff, with resulting damage to the plaintiff.

Turning to the question of the picketing, His Lordship noted that there had been no evidence of violence or disturbance of any kind. However, he considered that if workers would not cross a picket line picketing was an effective interference with contractual relations and should not be used without justification and for a wrongful purpose. There was a lawful way open to the union of obtaining a collective agreement with the company under the Labour Relations Act. The defendants had attempted to short-circuit the machinery provided by the Act and by their actions had damaged the plaintiff by interfering with its contractual relations. Since the picketing was a tortious act, the defendants had committed the offence of "watching and besetting" prohibited by the Criminal Code.

The Court required the two union officers to pay $310.84 in damages to the plaintiff and issued a permanent injunction restraining the defendants or their agents from picketing any premises where the plaintiff was engaged in construction work and from inducing or attempting to induce breaches of contract between the plaintiff and other persons or corporations. *Smith Bros. Construction Company Limited* v. *Jones et al* [1955] OWN 319.

Recent Regulations under Provincial Legislation

British Columbia raises minimum hourly rates for construction industry
Saskatchewan revises regulations governing certification of engineers

Five minimum wage orders for the construction industry in British Columbia have been consolidated in one order, which increases the minimum hourly rates to $1.50 for tradesmen and $1 for other, less skilled employees.

The regulations under the Saskatchewan Boiler and Pressure Vessel Act that provide for certification of engineers and firemen were revised. Qualifications were set out for a new engineer's special (provisional) certificate and some changes were made in the qualifications for existing types of certificates.

The nine Quebec minimum wage orders have been renewed for another year, until May 1, 1956.

Supplemental Allowance Regulations have been issued under the Saskatchewan Social Aid Act providing for increased assistance in certain cases to needy recipients of old age security pensions or blind persons' allowances.

British Columbia Male Minimum Wage Act

A new regulation for the construction industry in British Columbia, Male Minimum Wage Order 12 issued by the Board of Industrial Relations, sets a minimum hourly rate of $1.50 for tradesmen and $1 for other employees.

The new order, made March 22 and gazetted April 7, came into effect on May 16. It rescinds and replaces Orders 58 (carpentry) 71 and 75 (painting, decorating and paper-hanging), 13 (plumbing and pipe-fitting) and 12 (the construction trade not subject to the other orders). Under these orders the minimum hourly rates were 90 cents for carpentry, 75 cents for painting, decorating and paper-hanging, $1 for plumbing and pipe-fitting, and 85 cents for other construction workers. The effect of the new order is to raise the minimum rates in all cases and to make the minimum rates uniform for all branches of construction work.

The construction industry now means the construction, repair, alteration, remodelling, renovation or demolition of any building, railway, tramway, harbour, dock, pier, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterways, or other work of construction, or any part thereof, as well as the preparation for or laying the foundations of any such work or structure. A tradesman is defined as any employee doing the work usually done by a journeyman boiler-maker, bricklayer, carpenter, electrician, elevator constructor, glazier, lather, mason, painter, paperhanger, plasterer, pipe-fitter, plumber, steel fabricator and erector, terrazzo mechanic, tile-setter or welder. "Other employees" means all employees not included in the meaning of tradesman.

The order applies to all employees in the industry except those covered by another order or exempted specifically by the Board, employees who, in the opinion of the Board, are employed in a supervisory or managerial capacity, and employees who are permanently employed in maintenance work in industrial establishments or in public and private buildings.

The Board may grant permits allowing employers to pay a rate less than the minimum rate to handicapped employees, part-time employees and apprentices.

Under the Hours of Work Act hours in the construction industry are normally limited to a maximum of eight per day and 44 per week. If longer hours are permitted in special circumstances, the new order provides that the minimum rate is time and one-half the employee's regular rate of pay for all hours worked in excess of eight in the day, or if the hours worked in any day have not exceeded eight, in excess of 44 in the week. This provision with respect to overtime pay may be varied by the Board if a special order is made concerning hours of work in any part of the industry.

Employees are guaranteed their regular rate of pay for the entire period spent at the place of work in response to the employer's call. If an employee does not begin work, he is entitled to his regular rate for two hours' work except where his condition is such that he is not competent to perform his duties or where he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. Further, if the employee begins work, he is guaranteed four hours' pay at the regular rate unless work is suspended due to reasons completely beyond the control of the employer, such as inclement weather.

Payment of wages at least semi-monthly, up to a day not more than eight days prior to the day of payment, is prescribed.

Every employer must keep posted in a conspicuous place a copy of the order and a schedule of his employees' daily shifts and relief periods. He must also keep a record in the English language of the names, ages, occupations and residential addresses of his employees, and of the wages paid and the hours worked, and make his records available for inspection.

Ontario Apprenticeship Act

The schedule of courses of study to be followed by apprentices in full-time day classes is now included in the regulations for the motor vehicle trade in Ontario. It is the same as the schedule previously in effect, the schedule under the Vocational Education Act listing courses of study provided at the Provincial Institute of Trades at Toronto for the trade of motor vehicle repairer.

The amendment to the apprenticeship regulations (L.G., March 1954, p. 425) was approved by O. Reg. 57/55 of March 31, gazetted April 23.

Quebec Minimum Wage Act

Nine minimum wage orders in Quebec were renewed until May 1, 1956, by O.C. 442 of April 21, gazetted April 30.

The nine orders are Order 3, revised, vacations with pay; Order 3a, vacations with pay in the construction industry; Order 4, the general order; 11, charitable institutions and hospitals; 26a, taxicabs in Montreal; 29, taxicabs in Quebec and Lévis; 39, forest operations; 41, municipal and school corporations; and 42, stationary enginemen and firemen.

Saskatchewan Boiler and Pressure Vessel Act

New regulations with respect to the examination and certification of engineers and firemen under the Saskatchewan Boiler and Pressure Vessel Act were approved by O.C. 745/55 of April 12, gazetted April 22 and effective May 1. They replace regulations issued in 1948 (L.G., 1948, p. 1010). Some changes were made in the qualifications for examination and one new type of licence is provided for.

As previously, four classes of engineer's certificates, and a heating plant engineer's certificate, a refrigeration engineer's certificate, a fireman's certificate and an engineer's provisional certificate are provided for. A 1951 amendment to the Act made provision for an engineer's special certificate which would entitle the holder to operate a high pressure boiler or steam plant of the capacity indicated in the certificate, provided the capacity did not exceed 50 horse power. The regulations now set out the qualifications for an engineer's special (provisional) certificate. This certificate, the fireman's certificate and the engineer's provisional certificate are temporary certificates, valid only for the period prescribed in the regulations. The others are final and remain valid as long as they continue to be registered annually.

Every candidate for an examination other than an examination for a fireman's certificate must make a written application to the chief inspector. The application, his references and any other required documentary evidence of his qualifications must be in the form prescribed by the Department of Labour. A candidate for examination for a fireman's certificate may make application orally to an inspector.

A candidate for examination for a first class engineer's certificate must be at least 25 years old and be the holder of a valid second class engineer's certificate. Since the issue of the second class engineer's certificate the candidate must have for a period of five years operated as chief engineer a high pressure boiler or steam plant having a capacity of more than 200 horse power or else he must have for a period of three years either operated as chief engineer a high pressure boiler or steam plant having a capacity of not less than 300 horse power or operated as shift engineer a high pressure boiler or steam plant having a capacity of not less than 500 horse power. Operating as "shift engineer" means regular employment of the candidate in a steam plant, in connection with the actual operation of steam boilers of the horse power rating specified or of major steam-driven units directly connected therewith, while holding an engineer's certificate as specified and includes the shift engineer in charge or those operating in a lesser capacity. The three-year period of experience is shortened to two and one-half years if the candidate has successfully completed a course approved by the chief inspector covering substantially the same subject matter as is covered in the examination for a first class engineer's certificate. It is shortened to two years if he is a graduate in engineering from a university of recognized standing. Previously it was shortened to two years if the candidate had been employed for five years in the manufacture or repair of steam engines and boilers, but this provision has been omitted from the new regulations.

A candidate for a second class engineer's certificate must be at least 22 years

of age and hold a valid third class engineer's certificate. The required experience since the issue of his third class engineer's certificate is a period of two and one-half years (formerly three) either operating as chief engineer a high pressure boiler or steam plant having a capacity of more than 100 horse power or as shift engineer a high pressure boiler or steam plant having a capacity of more than 200 horse power or else a period of one and one-half years operating, as chief engineer or shift engineer, boilers or plants of not less than 175 or 300 horse power, respectively. The year and one-half period is shortened to one year and three months if the candidate has completed an approved course covering substantially the same subject matter as is covered by the examination for a second class engineer's certificate and shortened to one year if he is a graduate in engineering from a university of recognized standing. A new provision permits the acceptance of a candidate who has for a period of two and one-half years since the issue of his third class engineer's certificate been employed in the maintenance of a high pressure boiler or steam plant having a capacity of not less than 300 horse power. This period will be subject to a reduction of three months where he has completed an approved engineering course and to a reduction of six months where he is a university graduate in engineering.

A candidate for a third class engineer's certificate must have attained the age of 20 years and be the holder of a valid fourth class engineer's certificate. He must have had, since the receipt of that certificate, a year's experience as chief engineer in operating a high pressure boiler or steam plant having a capacity of not less than 75 horse power or as shift engineer in operating one of not less than 125 horse power; or, if he has completed an approved course, he must have had nine months' experience (formerly ten) in either capacity, as above; or, if he is a university graduate in engineering or has been employed for five years in the manufacture and repair of steam engines and boilers, he must have had six months' experience as chief engineer or shift engineer, as above. A fourth alternative is one and one-half year's experience (formerly two) operating as chief engineer a high pressure boiler or steam plant with a capacity of not less than 50 horse power or operating as shift engineer one with a capacity of not less than 75 horse power. A new alternative is one and one-half years' experience in the maintenance of a high pressure boiler or steam plant having a capacity of not less than 125 horse power.

To be eligible for examination for a fourth class engineer's certificate, a candidate must be at least 19 years of age. He must have had a year's experience either firing a high pressure boiler having a capacity of not less than 25 horse power or assisting in the operation of a high pressure boiler or steam plant having a capacity of not less than 100 horse power; or, if he has completed an approved course, nine months (formerly 10) in either capacity; or, if he is a university graduate in engineering, either three months' experience firing a high pressure boiler having a capacity of not less than 25 horse power or six months' experience assisting in the operation of a high pressure boiler or steam plant having a capacity of not less than 100 horse power. The holder of a valid engineer's provisional certificate or heating plant engineer's certificate or of a valid traction engineer's certificate issued under the 1940 Act or a candidate who has held a valid fireman's certificate for six consecutive years or who has been employed for five years in the manufacture and repair of steam engines and boilers will also be eligible for examination if he has for a further period of six months had experience of either type described above. A new section provides for the acceptance of a candidate who is the holder of a valid heating plant engineer's certificate and has for a period of five years while in possession of that certificate either operated as chief engineer or as shift engineer a low pressure boiler or steam plant having a capacity of more than 100 horse power.

Eighteen is the minimum age for a candidate for an engineer's provisional certificate. The candidate must have six months' experience firing a high pressure boiler of not less than 15 h.p. or assisting in the operation of a high pressure boiler or steam plant of not less than 75 h.p.; or he must have held a valid fireman's certificate for three consecutive years and for a period of three months had experience of the above type; or for six months or three full seasons he must have fired a high pressure traction boiler of not less than 15 h.p.

The new provision with respect to the engineer's special (provisional) certificate permits any person to be accepted as a candidate for examination who has reached 18 years of age and who satisfies an inspector that he has sufficient knowledge of and experience in the operation and maintenance of boilers and related equipment and that he will be employed directly in the operation of a boiler for which an operator holding such certificate is required.

The requirements for a fireman's certificate are unchanged. They are the same as the requirements for an engineer's special (provisional) certificate.

For a heating plant engineer's certificate, the candidate must be at least 18 years old. He must have held a fireman's certificate for three consecutive years and, while in possession of the certificate have been in charge of a heating boiler or plant of not less than 40 h.p. or a high pressure boiler used for heating purposes having a capacity of not less than 15 h.p. or have assisted in the operation of a heating boiler or plant of not less than 100 h.p.; or he must have been issued a valid fireman's certificate in six consecutive years and have assisted in the operation of a heating boiler or plant for which an operator holding such certificate is required; or he must have the qualifications listed above for an engineer's provisional certificate.

A candidate for examination for a refrigeration engineer's certificate must also have reached 18 years of age. He must have for 12 months operated or assisted in the operation of a refrigeration plant having a capacity of not less than three tons of refrigeration per 24 hours or else he must be the holder of a first, second, third or fourth class engineer's certificate and have six months' experience as above.

Every examination other than those for a fireman's certificate or for an engineer's special (provisional) certificate is a written one. The two exceptions may be written or oral or both at the discretion of the examining inspector. To obtain a certificate, a candidate must obtain at least 60 per cent of the possible marks in an examination.

A candidate who fails to pass the examination for a first, second, third or fourth class, heating plant, provisional or refrigeration engineer's certificate shall, upon making application be eligible for re-examination at any time after the expiration of three months from the date of the previous examination. However, where a candidate for a first class engineer's certificate fails three consecutive examinations there must be a minimum period of six months between any subsequent examinations. Candidates who fail the examinations for an engineer's special (provisional) or fireman's certificate are eligible for re-examination after the expiration of one month from the date of the previous examination.

A special certificate may be issued to a candidate for a third class, fourth class or heating plant engineer's certificate who has, in two successive examinations conducted within a period of 12 months (formerly eight), obtained less than 60 per cent of the possible marks but has obtained such marks as are deemed necessary by the chief inspector to justify the issue of the special certificate. The chief inspector has discretion to issue this type of certificate upon the recommendation of the owner of a boiler or steam plant, but it will entitle the holder to operate that boiler or plant only.

Engineers' provisional certificates and firemen's certificates issued under these regulations are valid for one year. The engineer's special (provisional) certificate is valid for one year or for any shorter period indicated on the certificate. The Department of Labour will issue new certificates to certificate holders who apply for renewal and who pay the prescribed fee not less than seven days before expiry of the certificates.

The other types of certificates are final but must be registered annually. When the holder of a final certificate fails to register it for a year or more, the certificate will not be registered until he has paid the fees payable for the years in which he failed to register. The Minister may cancel the certificate of anyone who fails for three consecutive years to register his certificate. When a certificate has been cancelled, the holder must take the examination to obtain a certificate again.

The fees for examinations, registrations and renewals are set out in the regulations. Other provisions govern the conduct of examinations.

Saskatchewan Social Aid Act

Regulations under the Saskatchewan Social Aid Act which govern the payment of supplemental allowances to certain recipients of old age security pensions and of blind persons' allowances were approved by O.C. 849/55 of April 19, gazetted April 29 and effective September 1, 1955. The new Supplemental Allowance Regulations replace two earlier sets of regulations which made provision for supplemental allowances to blind persons and to old age security pensioners in cases of need. (L.G., 1953, p. 116 and Feb., p. 190.)

The supplemental allowance is $2.50 a month, but provision is now made for an additional allowance in cases of exceptional need. For example, the allowance of $2.50 a month may be paid to an unmarried recipient whose income does not exceed $720 a year or the value of whose personal property does not exceed $1,000; however, if his income from all sources is less than

(Continued on page 666)

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in March up slightly over February but somewhat less than year earlier; statistics* show 243,544 initial and renewal claims filed during month, 236,847 in February, 248,421 in March 1954

Initial and renewal claims for unemployment insurance benefit received in March were slightly higher than the total for February but somewhat lower than the March 1954 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 243,544 claims were filed in local offices across Canada, compared with 236,847 in February and 248,421 in March 1954.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on March 31 numbered 563,290 (468,922 males and 94,368 females) in comparison with 578,586 (479,902 males and 98,684 females) on February 28 and 511,660 (431,018 males and 80,642 females) on March 31, 1954. On March 31, 1955, short-time claimants numbered 39,322 and temporary lay-off claimants 2,568.

During March, 252,705 initial and renewal claims were adjudicated, entitlement to benefit being granted in 156,417 or 62 per cent of the cases. Of the 96,288 initial and renewal claims in the category "not entitled to benefit," 84,275 or 88 per cent were on behalf of initial claimants who failed to establish a benefit year. Chief reasons for disqualification (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause," 6,202 cases; "not unemployed," 4,425 cases; and "not capable of and not available for work," 3,624 cases.

New beneficiaries during March numbered 154,738, compared with 159,917 during February and 152,611 during March 1954.

A total of $33,952,877 was paid in compensation for 10,621,770 days during March, as against $28,576,170 and 8,939,252 days during February and $32,160,928 and 10,127,126 days during March 1954.

*See Tables E-1 to E-6 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average number of beneficiaries per week was estimated at 377·0 thousand for March, compared with 394·6 thousand for February. For the week March 27-April 2, 1954, the estimated number of beneficiaries was 348·6 thousand.

The average daily rate of benefit for March at $3.20 was unchanged from February. For March 1954 the average daily rate was $3.18.

Supplementary Benefit

During March, a supplementary benefit period was established on behalf of 70,642 claimants or 84 per cent of those considered under the supplementary benefit provisions of the Act. Claimants on the live unemployment insurance register on March 31 numbered 156,639 (126,488 males and 30,151 females).

During the month, an amount of $11,484,134 was paid in compensation for 3,828,071 days.

The average daily rate of benefit for the month was $3.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 4,627,231 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At March 31, employers registered numbered 267,815, a decrease of 692 during the month.

Enforcement Statistics

During March, 4,063 investigations were conducted by district investigators across Canada. Of these, 2,403 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,660 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 172 cases,* 41 against employers and 131 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 798.*

Unemployment Insurance Fund

Revenue received in March totalled $17,115,204.50, compared with $17,173,515.42 in February and $17,278,634.74 in March 1954. Benefit payments amounted to $45,423,186.30, compared with $34,884,364.41 in February and $37,175,040.91 in March 1954. The balance in the fund at March 31 was $840,692,316.77. At February 28, there was a balance of $869,000,298.57 and at March 31, 1954, of $881,274,133.34.

*These do not necessarily relate to the investigations conducted during the month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1131, March 8, 1955.

Summary of the Facts: The claimant filed a renewal application for benefit on September 14, 1954, and stated that he had worked as a bench fitter for a manufacturer of farm implements at a wage of $1.68 an hour from September 7, 1954, to September 10, 1954, when he became unemployed as the workers at the plant at which he was employed went on strike.

The company reported that the claimant had voluntarily left his employment to look for other work.

According to the submissions, on June 19, 1954, the interested union commenced negotiations with the company for a wage increase of ten cents an hour for all the hourly-rated employees covered by the bargaining agreement between the two parties. The negotiations dragged on for several weeks and, as no accord could be reached, the company offered to renew the old agreement, which the union refused to accept. The company felt that it had exhausted all means of conciliation afforded it by provincial law and, therefore, set September 7, 1954, as the deadline for acceptance of the offer, after which date no agreement would be considered to exist.

Following this, the provincial Minister of Labour intervened and requested the two parties to meet with a view to ironing out their differences, which was agreed to, and the company changed the deadline to Friday, September 10, 1954. As the meeting failed to bring about a settlement, the company insisted that it would not honour the old agreement after midnight September 10, and as the union took the stand that its employee members could not work without an agreement, a strike was called for 1.00 a.m. on September 11, 1954, at which time 2,500 of the 2,587 employees failed to report to work, thereby causing a stoppage of work at the company's premises.

The insurance officer disqualified the claimant from receipt of benefit as of September 14, 1954, for the duration of the stoppage of work.

The claimant appealed to a court of referees on the grounds that he was not a member of the interested union, that he quit work before the strike in order to look for a job, that the work would have lasted only until September 10 and that he would not have been involved in the dispute if he had not been directed to the job by the local office, which must have known at the time of the referral that a strike was imminent.

The employer further reported that the claimant's employment with the company would have lasted for three or four weeks.

The claimant was present at the hearing of his case before the court of referees. The court unanimously found that the claimant belonged to a grade or class of workers covered by the bargaining agreement and was a possible beneficiary of the result of the strike. The court, however, in view of the employer's statement referred to in the preceding paragraph, lifted the disqualification effective October 1, 1954, estimating that the claimant's employment would have ended on that date if there had been no labour dispute.

The insurance officer appealed to the Umpire on the ground that the court's action in lifting the disqualification was not in keeping with the principle established by the Umpire in Decision CU-B 152.

Conclusions: The stoppage of work which took place on September 11, 1954, at the premises at which the claimant was employed bore direct relationship to the dispute which had been in progress for some time between the company and its employees, and as the dispute was connected with conditions of employment I consider that the stoppage of work was due to a labour dispute within the meaning of the Act.

I agree with the court of referees that, regardless of whether the claimant quit his work in anticipation of the strike or actually became unemployed because the other workers went on strike, he, in fact, lost his employment by reason of the stoppage of work at the premises at which he was employed. I also agree that, as he belonged to the grade or class of hourly-paid workers whose working conditions were covered by the bargaining agreement and consequently stood to be affected by the outcome of the labour dispute, he was directly interested therein even though he was not a member of the interested union and was rightly disqualified under Section 41 of the Act.

In my opinion, however, the court of referees erred in lifting the disqualification effective October 1, 1954. The employer's statement that the claimant's employment with the company would have lasted for three or four weeks lacked definite assurance that the contract of service would have terminated on a specific date and, under such circumstances, I consider that the evidence was insufficient to show that the stoppage of work due to the labour dispute ceased to be in any way the effective cause of the claimant's unemployment (CU-B 1121). I therefore direct that the disqualification previously imposed by the insurance officer be reinstated.

The appeal is maintained.

Decision CU-B 1143, April 13, 1955.

Summary of the Facts: The claimant filed a renewal application for benefit on August 19, 1954 and stated that he had worked as an apprentice printer for a firm of publishers and manufacturing stationers from April 26, 1954, to August 19, 1954, inclusive, when he was "laid off—slack season". The employer reported that he had been laid off because of a plant holiday shutdown from August 20 to September 4, 1954, inclusive.

The insurance officer disqualified the claimant from receipt of benefit (a) under Section 29(1)(a) of the Act for August 19, 1954, as he had worked for the employer on that day, and (b) pursuant to Section 31(1)(c) of the Act and 5(2)(d) of the Benefit Regulations for the days comprising the period August 20 to August 27, as these were days recognized as holidays for his grade, class or shift at the premises at which he was employed.

In response to a request from the local office for further information, the employer stated that the claimant did not receive any pay from the firm during the plant holiday, *viz.,* August 20 to September 4, 1954, but as he had arranged to take his holidays from October 21 to October 30, 1954, inclusive, he would receive pay during this latter period.

From the disqualification designated as (b) above, the claimant appealed to a court of referees, which unanimously found that the claimant was not to be recognized as one of the grades, classes or shifts which were in receipt of holidays in a recognized plant holiday period and that, therefore, he was deemed to be unemployed from August 20 to August 27, 1954.

On behalf of the insurance officer, the chief claims officer appealed to the Umpire on the grounds that the recognized plant holiday covered all employees, that the Act and the Regulations do not make any exception in favour of the employee who chooses to take his holidays at a time apart from the recognized holiday period and, as that period began on August 20, the disqualification should have been from August 20 to 26, for which period it must be held that the claimant was not unemployed pursuant to the provisions of Section 31(1)(c) of the Act.

Conclusions: I am unable to find any valid reason to make an exception in favour of the claimant. The provisions of the Act and Regulations in respect to recognized holidays are in no way ambiguous and must apply in his case notwithstanding that he had made a special arrangement with the employer to take his holidays at a time apart from the recognized holiday period. Obviously, the claimant made this arrangement to suit his own convenience, and personal factors such as this cannot be used as a basis for determining an insured person's "grade, class or shift" under Section 29(1)(c) of the Act.

The appeal is allowed.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 156 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 84 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	$ 19,441.00
Post Office	17	193,357.51

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during April

During April the sum of $4,378.49 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 172 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Camp Gagetown N B: Trynor Construction Co Ltd, clearing, grubbing & burning, neighborhood 3. *Camp Borden Ont:* Ontario Electrical Construction Co, installation of electrical distribution, fire alarm & street lighting systems; Sterling Construction Co, construction of school; Aden B Snyder Electric Ltd, installation of electrical distribution, fire alarm & street lighting systems. *Deep River Ont:* G M Gest Ltd, installation of electrical distribution, fire alarm & street lighting systems. *Prescott Ont:* E P A Construction Co, construction of rental housing units. *Windsor Ont:* Bruce de Santi Contracting Co, permanent improvements to houses on Aubin Road. *Edmonton Alta:* A Janiten, *landscape renovation, Highlands Court.

Defence Construction (1951) Limited

Halifax N S: C C MacDonald Ltd, supply & installation of two low pressure boilers. *Chatham N B:* Modern Construction Ltd, construction of roads, parking areas, concrete curbs & gutters, sidewalks & additional drainage. *Camp Gagetown N B:* The Atlantic Bridge Co Ltd, construction of automatic deep well pumping station; J. W. McMulkin & Son Ltd, construction of cut-off road; Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of coal handling system for central heating plant; Dominion Bridge Co Ltd, supply, fabrication & erection of structural steel & plate work. *Renous N B:* Stirling Electric Ltd, installation of combination fire alarm & security patrol system. *Valcartier Que:* Trudeau et Fils Ltee, construction of IGPM wells; Horton Steel Works Ltd, construction of steel tank & altitude valve manholes. *Ville La Salle Que:* Horton Steel Works Ltd, supply & installation of water tank. *Barriefield Ont:* James Kemp Construction Ltd, construction of W O S' & sergeants' quarters. *Camp Borden Ont:* Brennan Paving Co Ltd, construction & repair of roads, parking areas, concrete curbs & gutters, sidewalks & storm drainage. *Clinton Ont:* Elgin Construction Co Ltd, construction of extension to M E section, RCAF Station. *Uplands Ont:* Edge Ltd, supply & installation of addition to automatic wet sprinkler. *Edmonton Alta:* Bird Construction Co Ltd, construction of technical maintenance & quartermaster stores bldg; Northwestern Utilities Ltd, *construction of gas distribution system—Home Station Development, Griesbach Barracks. *Namao Alta:* P W Graham & Sons Ltd, construction of guard house & gate house.

Building and Maintenance

Valcartier Que: A Deslauriers & Fils Ltee, roofing, siding & insulation of existing garage (bldg 30). *Brantford Ont:* J Usher & Sons, renovating, winterizing & grading, armoury. *Centralia Ont:* Henry W Colton, interior painting of hangars. *Downsview Ont:* Power Plant Contractors Ltd, addition of oil burner controls in boiler rooms. *Dunnville Ont:* Bray Construction Co Ltd, repair & sand seal of asphalt runway. *Rockcliffe Ont:* Shore & Horwitz Construction Co Ltd, supply & installation of bulk fuel dispensers in bulk fuel storage area.

Department of Defence Production

St John's Nfld: Mrs Annie Manderson, catering, Buckmaster's Field. *Bagotville Que:* Severin Gagne, installation of storm doors on houses, RCAF Station. *Moisie Que:* H J O'Connell Ltd, excavation & installation of water service, RCAF Station. *St Sylvestre Que:* Alidore Bergeron, construction of lean-to to recreation hall, RCAF Station. *Aylmer Ont:* Elgin Construction Co Ltd, installation of plumbing & heating equipment, RCAF Station; Lorne N McEwen, extension of officers' mess

kitchen, RCAF Station; G F McCormick, masonry work on foundation of extension to officers' mess kitchen, RCAF Station; Pioneer Appliance Service Ltd, installation of walk-in refrigerators in officers' mess kitchen, RCAF Station. *Cobourg Ont:* Rowe Bros & Co (Canada) Ltd, erection of steel partitions, ♯26 COD; Joseph Sankey & Sons Canada Ltd, erection of steel partitions, ♯26 COD. *Kingston Ont:* Vandervoort Plumbing & Heating Ltd, alterations to air conditioning system, CASC, Fort Frontenac. *Niagara Ont:* Canada Catering Co Ltd, catering. *Toronto Ont:* Canada *Catering Co Ltd,* catering, ♯6 Personnel Depot. *Trenton Ont:* Gingras Construction Co Ltd, construction of Beacon Building, RCAF Station. *Fort Churchill Man:* Canada Catering Co Ltd, catering. *Cold Lake Alta:* Haddow & Maughan Ltd, installation of heating equipment, RCAF Station. *Edmonton Alta:* McCready Johannson Ltd, erection of paint spray booth in warehouse, Griesbach Barracks. *Comox B C:* W H Johnston, scraping & painting of bldgs, RCAF Station. *Victoria B C:* Parfitt Construction Co Ltd, renovations to mess deck, CSC, Royal Roads.

National Harbours Board

Halifax Harbour N S: Foundation Maritime Ltd, renewal of shipping gallery No 101. *Montreal Harbour Que:* Charles Duranceau Ltd, construction of approach walls & embankment, Dezery Street Subway; Charles Duranceau Ltd, reconstruction of roadway, section 35; Charles Duranceau Ltd, paving at sections 27 & 28 & excavation of subgrade for railway tracks. *Vancouver Harbour B C:* Viking Automatic Sprinkler Co (B C) Ltd, installation of sprinkler system, No 4 jetty & galleries.

Department of Northern Affairs and National Resources

Mackenzie Highway N W T: B G Linton, maintenance of Highway from Alberta Boundary to & through Hay River Settlement & on West Channel.

Department of Public Works

Clarenville Nfld: Philip Stanley & George Vardy, erection of public bldg. *Grand Falls Nfld:* Eastern Woodworkers Ltd, erection of public bldg. *Souris P E I:* Wallace Noye, Allison Raynor & Wm Noye, improvements to railway wharf (cribwork landing). *Ballantynes Cove, Cribbins Point, Livingstones Cove & South Lake N S:* F W Digdon & Sons Ltd, *dredging. *Janvrin's Island N S:* MacDonald & MacIsaac, wharf repairs. *Mulgrave N S:* J P Porter Co Ltd, *dredging. *Blue Cove N B:* Comeau & Savoie Construction Ltd, repairs to wharf. *Campbellton N B:* J P Porter Co Ltd, *dredging. *Fredericton N B:* Maritime Engineering Ltd, construction of RCMP Officers' quarters. *Miramichi Bay N B:* McNamara Construction Co Ltd, *dredging. *Point Sapin N B:* Roger LeBlanc, *dredging. *Shippigan Gully N B:* Diamond Construction Co Ltd, *dredging. *Amos Que:* La Societe d'Entreprises Generales Ltee, addition & alterations to public bldg. *Cabano Que:* Etienne Caouette Construction Enrg, addition & alterations to Post Office bldg. *Ste Anne de Sorel (Ile de Grace) Que:* Lucien Lachapelle, reconstruction of two icebreakers. *St Ours Que:* Marine Industries Ltd, *dredging. *Burlington Channel Ont:* Bedford Construction Co Ltd, cleaning & repainting all steel work of south span, Bascule Bridge. *Cobourg Ont:* McNamara Construction Co Ltd, *dredging. *Ottawa Ont:* Daoust Construction Reg'd, construction of PBX bldg, Central Experimental Farm. *Port Rowan Ont:* Dean Construction Ltd, harbour improvements (breakwater). *Tobermory Ont:* Marples Ridgway Ltd, construction of wharf. *Vancouver B C:* Modern Building Cleaning Service of Canada Ltd, maintenance cleaning of new Customs Bldg. *Vesuvius Bay B C:* Greenlees Construction Co Ltd, wharf replacement.

Department of Transport

Gander Nfld: Atlas Polar Co Ltd, *supply & installation of diesel engine. *Seven Islands Que:* The Mitis Construction Co Ltd, construction of Terminal Bldg. *Kenora Ont:* Maffey Steel Boats Ltd, *construction of scow. *Trenton Ont:* H J McFarland Construction Co Ltd, additional airport development. *Saskatoon Sask:* Mix Bros Construction Co Ltd, additional airport development.

Wages, Hours and Working Conditions

Working Conditions in Canadian Metal Mining Industry, April 1954

Despite trend to shorter hours in recent years, more than half the workers in the industry on normal work week of 48 hours or more at survey date; almost 40 percent of them were on five day work week

While there has been progress towards shorter hours in recent years, more than half the workers in the metal mining industry of Canada had a normal work week schedule of 48 hours or more at April 1, 1954, according to the annual survey by the Economics and Research Branch of the Department of Labour. Almost 40 per cent of the workers were on a five-day week. Larger proportions of the workers are receiving vacations of two or three weeks and the number of paid statutory holidays granted has also increased since 1951.

This analysis deals also with the incidence of pension and insurance plans, training plans, rest periods, bonus plans, and industrial medical facilities provided.

The accompanying tables are confined to the results of the 1954 survey. Similar information on working conditions in metal mining in October 1951 is to be found in the April 1952 issue (pages 484-488).

In the 1954 survey, returns were received from 102 metal mines, which employed 41,194 workers. Of these, 59 establishments with 17,354 workers were engaged in gold mining while 43 with 23,840 were in other types of metal mining, including iron, copper and silver.

Standard Work Week—More than half of the workers in this industry have a work week of 48 hours or more but the proportion on shorter schedules has increased since 1951, as is shown by the following figures:

Percentage of Workers on a Standard Work Week of	October 1 1951	April 1 1953	April 1 1954
40 hours	29·5	31·2	34·1
44 hours	7·1	15·8	11·9
48 hours	60·4	52·6	52·6
Over 48 hours	3·0	·4	1·4
	100·0	100·0	100·0

In gold mining 93·0 per cent of the miners worked a normal week of 48 hours, whereas in other metal mining 57·2 per cent of the workers were on a 40-hour week and only 25 per cent worked as long as 48 hours per week.

In Quebec, all the miners covered by this survey were on a normal work week of 48 hours, while in British Columbia more than 98 per cent worked 44 hours or less. In Ontario, and in the "other provinces" group (which comprises Newfoundland, Manitoba and the Yukon Territories) the workers were almost evenly divided between those working 44 hours and less and those working 48 hours or more.

In the metal mining industry as a whole, fewer than two-fifths of the workers are on a five-day week and most of these are engaged in mining metals other than gold, as fewer than 3 per cent of the latter have a five-day week schedule. The prevalence of the five-day week is, however, increasing in the metal mining industry as a whole, as is shown by the following percentages of workers on the five-day schedule:

	Per cent
October 1951	29·5
April 1953	31·2
April 1954	38·8

Vacations with Pay—Almost 95 per cent of the metal miners covered by the April 1954 survey could become eligible for paid vacations of two weeks after periods of service of five years or less. In gold mining, 16·4 per cent of the workers earned such vacations after three years or less, while 71·6 became eligible for a two-week vacation after five years' service. In other metal mining, 55·5 per cent of the workers got two weeks' vacation after service of three years or less, with a further 30·9 per cent becoming eligible after five years' service. In 1951 only 87 per cent of the workers could become eligible for two-week vacations.

TABLE 1.—WORKING CONDITIONS IN THE METAL MINING INDUSTRY, APRIL 1, 1954

—	Total Metal Mining	Gold Mining	Other Metal Mining
Total Coverage	41,194	17,354	23,840
	Percentage of Non-Office Employees		
Standard Weekly Hours			
40	34·1	2·3	57·2
44	11·9	4·0	17·7
48	52·6	93·0	23·2
Over 48	1·4	·7	1·9
On a 5-day Week	38·8	2·9	64·9
Vacation With Pay			
One Week with Pay			
After: Less than 1 year	5·7	1·3	9·0
1 year	88·8	93·7	85·3
Other periods	2·3	·5	3·7
Two Weeks with Pay			
After: 1 year	3·3	4·8	2·2
2 years	8·9	9·7	8·3
3 years	26·8	1·9	45·0
5 years	48·0	71·6	30·9
Other periods	7·9	3·8	10·9
Three Weeks with Pay			
After: 15 years	34·8	1·1	59·3
20 years	9·7	.....	16·8
Other periods	2·4	1·8	2·8
Four Weeks with Pay	·3	.....	·6
Paid Statutory Holidays			
None	8·3	17·4	1·7
2	1·7	3·8	·1
3	6·6	11·9	2·8
4	10·3	18·2	4·6
5	22·8	36·2	13·0
6	13·7	6·1	19·2
7	30·6	2·5	51·1
More than 7	3·9	.....	6·7
No information	2·1	3·9	·8
Pension and Insurance Plans			
Employees in establishments reporting:			
Pension Plan	49·5	27·5	65·4
Group Life Insurance Plan	86·4	84·8	87·6
Hospitalization Plan	80·7	91·9	72·6
Surgical Benefits	84·5	90·4	80·3
Physicians' Services in Hospital	82·9	85·4	81·1
Physicians' Home and Office Calls	83·3	84·2	82·6
Insurance Plan providing Cash Compensation for Wage Loss due to Illness	79·4	85·9	74·6
Training Plans			
Employees in establishments reporting:			
Training Plan	46·1	22·3	63·4
Apprenticeship Training	39·0	10·8	59·5
Other Types of Training	27·2	11·5	38·7
Rest Periods			
Employees in establishments reporting:			
Rest Periods	6·9	14·6	1·3
One per day	1·3	3·1	.....
Two per day	5·6	11·5	1·3
Bonus Plan			
Employees in establishments reporting a year-end or Christmas bonus	29·8	6·6	46·6
Industrial Medical (Occupational Health) Service			
Employees in establishments reporting:			
Full-time physicians	19·5	14·7	23·0
Part-time physicians	21·4	18·0	23·9
Full-time registered nurses	17·1	6·9	24·5
Part-time registered nurses	1·0	·9	1·0

TABLE 2.—WORKING CONDITIONS IN THE METAL MINING INDUSTRY, BY REGIONS, APRIL 1, 1954

—	Canada	Quebec	Ontario	British Columbia	Other (1) Provinces
Total Coverage	41,194	7,237	23,979	4,279	5,699
	Percentage of Non-Office Employees				
Standard Weekly Hours					
40	34·1	.....	41·1	49·7	36·3
44	11·9	.....	8·4	48·7	14·4
48	52·6	100·0	49·2	1·6	44·7
Over 48	1·4	.....	1·3	.....	4·6
On a 5-day Week	38·8	.....	45·7	69·1	36·3
Vacation With Pay					
One Week with Pay					
After: Less than 1 year	5·7	3·0	·3	.....	36·3
1 year	88·8	97·0	98·4	98·4	30·9
Other periods	2·3	.....	.....	.....	17·0
Two Weeks with Pay					
After: 1 year	3·3	3·0	·8	1·6	15·3
2 years	8·9	2·3	1·8	54·7	12·7
3 years	26·8	.....	44·4	2·0	5·8
5 years	48·0	84·2	42·2	18·5	48·9
Other periods	7·9	2·4	4·7	23·3	16·8
Three Weeks with Pay					
After: 15 years	34·8	·5	45·1	41·9	29·8
20 years	9·7	26·7	.....	.....	36·3
Other periods	2·4	1·4	.....	11·8	6·6
Four Weeks with Pay	·3	.....	.....	.....	2·5
Paid Statutory Holidays					
None	8·3	18·1	6·0	10·0	4·3
2	1·7	·5	.....	15·4	.....
3	6·6	28·5	1·2	.....	6·8
4	10·3	3·5	13·7	.....	12·6
5	22·8	41·5	26·5	.....	·3
6	13·7	2·5	6·8	23·0	49·9
7	30·6	.....	41·3	34·7	21·6
More than 7	3·9	.....	3·7	16·5	.....
No information	2·1	5·4	·8	·4	4·5
Pension and Insurance Plans					
Employees in establishments reporting:					
Pension Plan	49·5	31·1	54·6	41·2	57·5
Group Life Insurance Plan	86·4	90·6	91·1	95·7	54·5
Hospitalization Plan	80·7	96·3	91·6	33·1	50·8
Surgical Benefits	84·5	96·3	86·4	99·6	50·3
Physicians' Services in Hospital	82·9	75·6	87·1	97·6	63·2
Physicians' Home and Office calls	83·3	82·3	86·7	97·6	59·4
Insurance Plan providing Cash Compensation for Wage Loss due to Illness	79·4	63·5	93·2	69·1	48·9
Training Plans					
Employees in establishments reporting:					
Training Plan	46·1	34·1	53·1	44·2	33·2
Apprenticeship Training	39·0	27·8	45·8	44·2	20·8
Other Types of Training	27·2	10·4	40·7	.....	12·4
Rest Periods					
Employees in establishments reporting:					
Rest Periods	6·9	7·5	9·0	.....	2·5
One per day	1·3	7·5	.....	.....	2·5
Two per day	5·6	.....	9·0	.....	.....
Bonus Plan					
Employees in establishments reporting a year-end or Christmas bonus	29·8	19·7	35·1	41·1	11·9
Industrial Medical (Occupational Health) Service					
Employees in establishments reporting:					
Full time physicians	19·5	23·6	4·8	36·2	63·4
Part time physicians	21·4	11·9	14·7	43·4	45·3
Full time registered nurses	17·1	11·0	3·7	40·5	63·4
Part time registered nurses	1·0	1·0	·7	3·9	.....

(1) Includes, Newfoundland, Manitoba, Yukon Territories.

Vacations of three weeks were granted to 46·9 per cent of all metal miners after service of 15 to 20 years, the former being the most common requirement. In gold mining, however, fewer than 3 per cent of the workers could qualify for holidays of more than three weeks. In 1951 only 38·5 per cent of all metal miners could become eligible for three-week vacations.

Paid Statutory Holidays—More than one-third of all metal miners receive seven or more paid statutory holidays. But only 2·5 per cent of gold miners receive this number; in this group the most common number of paid statutory holidays is five, and 44·8 per cent of the workers receive from five to seven such holidays. In 1951 only 7 per cent of all metal miners received seven or more paid holidays.

Pension and Insurance Plans—Almost half the metal miners covered by this survey are in establishments which report that they have pension plans and more than 85 per cent are in firms that report group life insurance plans. More than 80 per cent of the workers are protected by various types of medical benefit plans.

Training Plans—Of the 102 mines dealt with in this survey, 18, which employed almost 19,000 workers, reported that they had training plans; ten of these, with 15,000 employees, were in the "other metals" group.

Rest Periods—Rest periods are observed by only 11 of the mines covered by the survey and of these, eight are engaged in gold mining. Two rest periods per day are observed in ten mines.

Bonus Plans—Bonus or profit sharing plans were reported by 16 mines which employed almost 30 per cent of the workers in the industry.

Industrial Health Provisions—Just under one-fifth of the workers covered were in mines which reported that they employed a full-time physician while a further 17 per cent were in mines in which doctors were employed on a part-time basis.

Nurses, usually on a full-time basis, were reported as being employed in establishments which employed 18·1 per cent of the miners covered.

Strikes and Lockouts

Canada, April 1955*

Although the number of work stoppages resulting from industrial disputes increased during April as compared with March, the majority of them involved few workers and the time lost was moderate. Eighty per cent of the idleness in April was caused by four stoppages involving: knitted goods factory workers at St. Hyacinthe, Que.; auto parts foundry workers at Sarnia, Ont.; grain elevator workers at Fort William and Port Arthur, Ont.; and shipyard electricians at North Vancouver, B.C.

The demand for increased wages and related issues was a factor in 12 of the 22 stoppages in existence during April. Of the other disputes, four arose over union questions, four over causes affecting conditions of work, and two over dismissals or suspensions.

Preliminary figures for April 1955 show a total of 22 strikes and lockouts in existence, involving 2,683 workers, with a time loss of 25,912 man-days, compared with 11 strikes and lockouts in March 1955, with 1,956 workers involved and a loss of 13,971 days. In April 1954 there were 34 strikes and lockouts, 2,297 workers involved and a loss of 25,081 days.

For the first four months of 1955 preliminary figures show a total of 43 strikes and lockouts, involving 14,795 workers and a time loss of 278,083 days. In the same period in 1954 there were 70 strikes and lockouts, 14,258 workers involved and a loss of 249,030 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in April 1955 and April 1954 was 0·03 per cent of the estimated working time; March 1955, 0·02 per cent; the first four months of 1955, 0·08 per cent; and the first four months of 1954, 0·07 per cent.

Of the 22 stoppages in existence during April, three were settled in favour of the workers, three in favour of the employers, three were compromise settlements and four were indefinite in result, work being

*See Tables G-1 and G-2 at back of book.

resumed pending final settlement. At the end of the month nine stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954 and radio parts factory workers at Toronto, Ont., on November 1, 1954.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in February 1955 was 223 and 15 were still in progress from the previous month, making a total of 238 during the month. In all stoppages of work in progress 47,800 workers were involved and a time loss of 156,000 days caused.

Of the 223 disputes leading to stoppages of work that began in February, 12, directly involving 1,100 workers, arose over demands for advances in wages, and 80, directly involving 13,400 workers, over other wage questions; six, directly involving 600 workers, over questions as to working hours; 29, directly involving 6,400 workers, over questions respecting the employment of particular classes or persons; 83, directly involving 13,300 workers, over other questions respecting working arrangements; seven, directly involving 400 workers, over questions of trade union principle; and six, directly involving 4,600 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for March 1955 show 300 work stoppages resulting from labour-management disputes beginning in the month, involving 165,000 workers. The time loss for all work stoppages in progress during the month was 1,600,000 man-days. Corresponding figures for February 1955 were 250 stoppages involving 90,000 workers and a loss of 570,000 days.

Prices and the Cost of Living*

Consumer Price Index, May 2, 1955

Rising for the second consecutive month, the consumer price index (1949=100) moved from 116·1 to 116·4 between April 1 and May 2; the advance resulted almost entirely from an exceptionally sharp increase in the price of potatoes, from 47·8 cents to 73·8 cents per 10 pounds. Other foods were relatively stable.

The potato price rise accounted for the advance in the food index from 111·0 to 112·3. Somewhat higher prices were registered for fresh fruits and most cuts of beef, while butter, margarine and all items of pork were fractionally lower.

The clothing index remained unchanged at 107·9 as the few fractional decreases registered were not sufficient to move the total clothing series.

A seasonal decrease in the price of coal and a slight drop in insurance rates on household effects decreased the household operation series from 116·9 to 116·4.

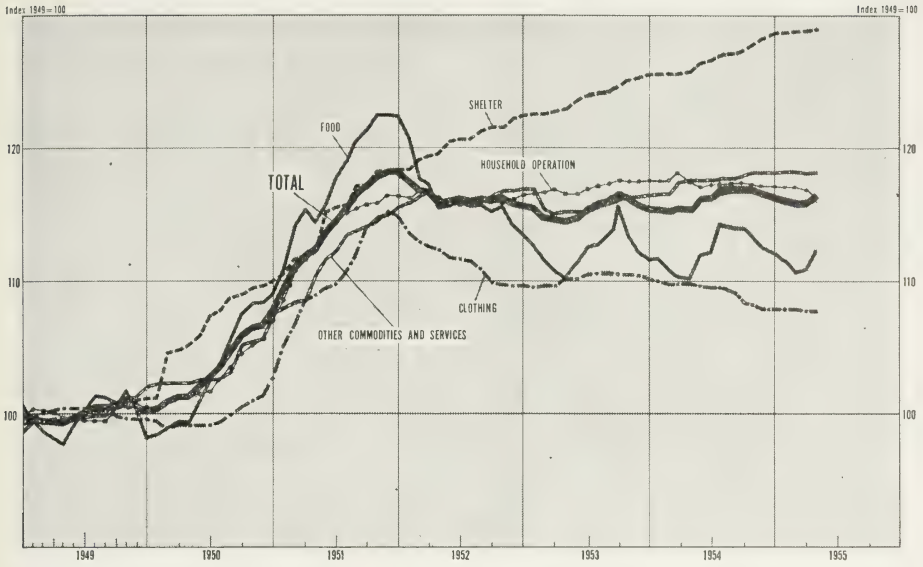
The index of other commodities and services remained practically unchanged, moving from 118·2 to 118·3 as higher quotations for theatre admissions and men's hair cuts over-weighed decreases in automobile tires and insurance, and toilet soap.

The shelter component moved from 128·7 to 128·8 as both the rent and home-ownership components moved up slightly.

The index one year earlier (May 1, 1954) was 115·5. Group indexes on that date

See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



were: food 110·2, shelter 125·8, clothing 109·9, household operation 117·3 and other commodities and services 117·5.

City Consumer Price Indexes, April 1955

Five of the ten city consumer price indexes (1949=100) registered changes of less than 0·2 per cent between March 1 and April 1, three remained unchanged, one increased 0·6 per cent and one decreased by the same amount. Prices were notably stable in all cities and, of the fifty group indexes published (food, shelter, clothing, household operation, and other commodities and services for each city), only five showed changes of one-half of one per cent or more.

The food index for St. John's advanced 0·6 per cent, largely because of higher prices for eggs and fresh fruits and vegetables. In Toronto, potatoes and chicken showed larger increases than occurred in most other cities; combined with changes in other foods, this advanced the food index 0·7 per cent. A decrease in the price of bread in Vancouver accounted for most of the decline of 0·5 per cent in the food index for that city. In St. John's increases in the health and recreation components advanced the other commodities and services index 1·3 per cent. The same group index for Vancouver moved down 1·6 per cent as a result of a reduction in bus and street car fares.

Regional consumer price index point changes between March 1 and April 1 were as follows: St. John's +0·6 to 103·5†; Toronto +0·2 to 118·4; Saskatoon-Regina +0·2 to 113·9; Halifax +0·1 to 114·6; Ottawa +0·1 to 116·9; Winnipeg +0·1 to 115·3; Vancouver —0·7 to 117·2. Saint John, Montreal and Edmonton-Calgary remained unchanged at 117·6, 116·7 and 114·2 respectively.

Wholesale Prices, April 1955

The general wholesale price index (1935-39=100) advanced 0·5 per cent to 218·5 for April, from 217·4 for March. Six of the eight major group indexes increased while two declined.

Vegetable products moved up 1·1 per cent to 199·0. An advance in potato prices was exceptionally sharp. Further advances in copper and its products, zinc, aluminum and gold overbalanced a fractional decrease in tin ingots to move the non-ferrous metals index up 2·7 per cent to 183·8. Wood, wood products and paper rose 0·4 per cent to 293·8.

Increases of 0·4 per cent each were registered by iron and its products and non-metallic minerals, due to firmer prices for scrap iron and steel and hardware for the former, and coal, building tile, window glass and sulphur for the latter. Chemicals and allied products changed 0·2 per cent to 177·2 with higher quotations for some paint materials, sodium bichromate, methylene blue and industrial gases.

†On base June 1951=100.

Animal products and fibres, textiles and textile products were the two exceptions to the upward trend in April. The former declined 0·5 per cent to 225·0, the latter 0·5 per cent to 226·3.

Farm product prices at terminal markets advanced 4·4 per cent to 212·7 in April from 203·7 in March. Field products, reflecting the sharp change in potato prices, coupled with a lesser advance in hay, moved up 12·5 per cent to 186·8. A decrease of 1·1 per cent to 238·7 in animal products resulted from easier quotations for livestock and butterfat, fluid milk and eggs in eastern markets, which outweighed advances in fowl, cheese milk and raw wool prices in Eastern Canada and eggs in the West.

Residential building material prices were slightly firmer in April, the composite index (1935-39=100) moving up to 280·7 from 279·5 for March. The non-residential building materials price index (1949=100) also moved upward, to 122·0 from 121·7.

U.S. Consumer Price Index, April 1955

The consumer price index for the United States dropped 0·1 per cent between mid-March and mid-April, the first change since last December, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. It dropped from 114·3, where it had stood for four consecutive months, to 114·2 (1946-49=100), 0·3 per cent below last April's 114·6.

U.K. Index of Retail Prices, February 1955

The index of retail prices compiled by the United Kingdom Ministry of Labour remained stationary at 110·2 (Jan. 1952=100) between mid-January and mid-February. In mid-February 1954 it was 105·6.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in The Labour Gazette.

List No. 82.

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2. **U.S. Bureau of Labor Statistics.** *Construction Cost Indexes; Annual Indexes, 1915-1953; Monthly Indexes, Jan. 1949-July 1954.* Washington, 1954. Pp. 19.

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4. **U.S. Bureau of Labor Statistics.** *Collective Bargaining Agreements: Expiration, Reopening, and Wage Adjustment Provisions of Major Agreements, October, 1954.* Washington, 1954. Pp. 26.

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63. **U.S. Civil Service Commission.** *Study of the Shortage and Salaries of Scientists and Engineers.* Printed for the use of the Committee on Post Office and Civil Service. Washington, G.P.O., 1954. Pp. 20.

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Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 19, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,400	94	394	1,557	1,983	934	438
Agricultural	769	*	40	176	218	299	34
Non-Agricultural	4,631	92	354	1,381	1,765	635	404
Males	4,195	76	317	1,199	1,501	758	344
Agricultural	748	*	38	172	214	290	32
Non-Agricultural	3,447	74	279	1,027	1,287	468	312
Females	1,205	18	77	358	482	176	94
Agricultural	21	*	*	*	*	*	*
Non-Agricultural	1,184	18	75	354	478	167	92
All Ages	5,400	94	394	1,557	1,983	934	438
14—19 years	498	13	38	179	165	77	26
20—24 years	708	17	49	230	242	123	47
25—44 years	2,526	41	178	730	927	438	212
45—64 years	1,462	20	110	375	565	259	133
65 years and over	206	*	19	43	84	37	20
Persons with Jobs							
All status groups	4,999	83	349	1,384	1,887	882	414
Males	3,833	65	275	1,041	1,418	711	323
Females	1,166	18	74	343	469	171	91
Agricultural	759	*	40	172	215	296	34
Non-Agricultural	4,240	81	309	1,212	1,672	586	380
Paid Workers	3,826	70	265	1,075	1,518	523	345
Males	2,758	53	199	765	1,110	370	261
Females	1,068	17	66	310	438	153	84
Persons Without Jobs and Seeking Work							
Both Sexes	401	11	45	173	96	52	24
Persons not in the Labour Force							
Both Sexes	5,068	155	467	1,396	1,639	948	463
Males	1,019	53	104	255	291	210	106
Females	4,049	102	363	1,141	1,348	738	357

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 19, 1955		Week Ended February 19, 1955		Week Ended March 20, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	418	393	404	375	335	313
Without Jobs	401	378	379	357	321	299
Under 1 month	78	.....	69	.....	72	.....
1— 3 months	164	.....	193	.....	135	.....
4— 6 months	114	.....	77	.....	92	.....
7 –12 months	31	.....	26	.....	17	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	17	15	25	18	14	14
1—14 hours	*	*	*	*	*	*
15—34 hours	12	10	17	14	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1954 1st Quarter	743	5,052	16,389	3,785	2,254	28,223	15,488*
1955 1st Quarter	723	3,259	9,338	2,424	1,883	17,627	9,063*

* These totals include all age groups.

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TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1954 1st Quarter	1,877	1,142	366	546	2,501	2,577	127	4,161	2,269	173	15,739
1955 1st Quarter	1,489	712	193	310	1,646	1,221	75	1,971	1,520	57	9,194

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1954—Average	74	323	68	257	235	35	992
January, 1954	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010
August	83	323	76	261	235	36	1,014
September	84	326	78	263	244	35	1,030
October	86	323	82	265	244	36	1,036
November	83	321	77	265	246	36	1,028
December, 1954	79	325	71	264	250	36	1,025
January, 1955	73	318	60	253	246	34	984
February	70	328	56	253	249	34	990

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,385,003.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.89	105·6	152·6	143·8	63.21

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
(a) Provinces						
Newfoundland	110·3	113·9	112·3	54.17	52.43	56.57
Prince Edward Island	101·4	96·7	102·4	45.61	46.27	43.62
Nova Scotia	91·3	91·7	95·2	51.32	50.36	50.57
New Brunswick	96·3	96·3	96·8	53.93	52.21	51.40
Quebec	104·6	105·7	105·2	58.60	57.76	56.89
Ontario	108·2	107·4	110·2	63.33	62.61	61.36
Manitoba	98·8	100·7	99·6	57.97	57.27	56.29
Saskatchewan	106·1	107·8	108·7	57.44	56.98	55.66
Alberta	121·4	123·7	119·4	61.74	62.05	60.80
British Columbia	100·8	99·8	98·5	65.29	64.82	64.23
Canada	**105·6**	**105·8**	**106·6**	**60.89**	**60.15**	**59.22**
(b) Metropolitan Areas						
St. John's	106·4	108·6	106·6	45.12	44.17	43.54
Sydney	89·2	89·8	94·7	60.77	60.06	60.42
Halifax	114·7	110·6	116·3	49.97	48.68	48.87
Saint John	108·3	104·6	108·3	50.62	49.43	48.30
Quebec	101·5	102·0	105·0	49.67	49.16	47.80
Sherbrooke	99·4	100·0	97·3	51.45	49.81	47.92
Three Rivers	94·7	93·2	94·9	56.73	56.59	55.72
Drummondville	74·2	74·1	69·7	54.42	54.58	52.18
Montreal	107·7	107·1	109·6	59.01	58.50	57.59
Ottawa—Hull	108·5	109·4	104·7	56.05	55.72	53.90
Peterborough	91·9	91·4	99·2	63.38	63.54	62.54
Oshawa	151·2	149 3	158·4	69.05	72.79	67.19
Niagara Falls	111·7	114·0	149·6	69.45	68.96	71.52
St. Catharines	111·6	112·4	111·2	70.12	70.87	67.38
Toronto	118·1	118·2	119·3	63.90	63.64	61.94
Hamilton	99·5	99·3	104·9	64.90	63.78	62.54
Brantford	83·3	82·3	83·4	59.91	59.68	59.50
Galt	93·1	92·4	99·4	55.32	54.81	54.54
Kitchener	101·3	100·3	103·8	58.75	58.15	55.88
Sudbury	127·6	129·4	133·7	74.61	74.32	72.55
London	106·4	106·4	111·2	57.25	57.73	55.94
Sarnia	113·1	110·7	114·6	73.86	73.11	71.88
Windsor	100·4	81·2	106·3	74.72	70.27	68.38
Sault Ste. Marie	101·8	96·2	108·1	68.28	68.26	65.90
Ft. William—Pt. Arthur	96·1	96·4	102·5	61.06	60.99	60.13
Winnipeg	99·2	100·8	99·2	55.50	54.86	53.64
Regina	109·4	109·8	112·7	55.16	54.67	53.28
Saskatoon	107·2	111·4	112·2	54.29	54.04	52.55
Edmonton	138·3	141·7	132·9	57.96	58.73	56.90
Calgary	130·2	131·3	122·7	59.07	59.55	58.04
Vancouver	100·4	100·0	99·0	62.84	62.48	60.98
Victoria	112·3	108·5	107·0	57.87	59.74	57.71

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
Mining	**110·1**	**110·2**	**108·5**	**73.52**	**73.40**	**70.71**
Metal mining	112·5	112·0	109·6	76.31	76.19	73.30
Gold	80·8	81·1	79·5	69.20	69.25	67.04
Other metal	142·0	140·9	137·3	80.09	79.92	76.63
Fuels	104 1	105·2	104·9	71.51	71.20	68.59
Coal	73·4	75·3	82·0	59.31	59.34	58.57
Oil and natural gas	205·6	204·0	180·7	85.88	85.66	83.69
Non-metal	117·7	117·0	114·8	67.02	67.48	65.49
Manufacturing	**105·6**	**103·6**	**108·3**	**63.21**	**62.53**	**61.13**
Food and beverages	94·5	96·4	95·4	56.75	56.15	55.05
Meat products	109·0	113·0	108·6	65.54	65.91	63.09
Canned and preserved fruits and vegetables	63·0	69·6	62·5	52.39	49.90	50.63
Grain mill products	102·6	102·1	102·2	59.26	58.74	59.28
Bread and other bakery products	103·4	103·1	102·3	52.67	52.52	51.77
Distilled and malt liquors	96·9	97·8	100·9	70.48	69.96	66.85
Tobacco and tobacco products	102·2	109·2	106·1	54.42	52.96	52.09
Rubber products	103·4	102·5	102·9	65.42	64.09	62.09
Leather products	87·5	86·1	92·0	43.58	43.17	42.37
Boots and shoes (except rubber)	91·2	88·8	95·2	41.49	41.16	40.74
Textile products (except clothing)	83·1	80·9	81·3	51.88	51.57	49.69
Cotton yarn and broad woven goods	83·1	81·9	78·7	49.06	48.34	45.85
Woollen goods	70·9	69·7	68·1	50.03	49.75	48.38
Synthetic textiles and silk	84·9	86·6	84·3	57.32	57.83	55.53
Clothing (textile and fur)	91·9	90·1	95·7	42.42	42.25	41.90
Men's clothing	94·2	92·5	98·9	41.12	40.96	40.94
Women's clothing	96·8	95·4	102·4	43.34	42.97	43.13
Knit goods	79·0	78·0	82·9	43.05	42.95	42.21
Wood products	99·4	98·1	96·0	56.09	55.77	54.10
Saw and planing mills	101·5	100·0	94·7	58.05	58.02	56.32
Furniture	102·8	102·5	103·6	53.60	52.62	51.06
Other wood products	83·9	81·9	87·7	50.86	50.45	49.73
Paper products	111·6	111·0	109·7	73.59	73.40	71.47
Pulp and paper mills	114·5	113·9	111·2	78.93	78.90	77.32
Other paper products	104·5	103·7	106·2	59.34	58.68	56.54
Printing, publishing and allied industries	111·1	110·7	109·1	66.95	66.21	64.54
Iron and steel products	97·9	96·4	103·9	69.37	68.50	67.00
Agricultural implements	73·7	70·0	75·9	70.60	71.06	69.11
Fabricated and structural steel	122·1	126·7	133·5	75.32	73.42	72.84
Hardware and tools	98·3	97·6	104·3	65.02	64.52	61.91
Heating and cooking appliances	94·8	93·8	89·3	60.62	59.61	58.60
Iron castings	89·6	85·0	92·2	68.63	67.11	66.46
Machinery mfg.	105·5	105·7	111·4	68.09	67.43	66.56
Primary iron and steel	97·3	94·3	102·8	74.15	72.71	70.05
Sheet metal products	97·9	97·8	104·4	66.23	66.16	64.54
Transportation equipment	133·8	121·4	149·7	72.39	71.02	69.42
Aircraft and parts	335·0	331·8	370·6	75.10	75.00	74.36
Motor vehicles	127·2	88·7	131·0	82.49	78.79	73.64
Motor vehicle parts and accessories	120·3	113·9	120·8	71.75	72.96	67.81
Railroad and rolling stock equipment	81·2	79·9	101·0	64.40	64.26	64.95
Shipbuilding and repairing	140·4	133·4	173·5	64.20	63.24	64.51
Non-ferrous metal products	120·2	119·5	114·4	71.55	70.73	68.47
Aluminum products	121·5	121·5	119·7	67.31	67.13	65.98
Brass and copper products	102·7	102·3	104·8	68.09	67.22	64.59
Smelting and refining	140·1	139·5	126·0	77.80	76.88	74.14
Electrical apparatus and supplies	132·5	132·3	137·1	67.21	67.21	65.43
Non-metallic mineral products	110·5	109·9	108·9	66.13	65.71	63.73
Clay products	91·8	97·0	90·9	64.56	62.60	61.86
Glass and glass products	121·8	115·9	121·8	63.46	64.22	62.34
Products of petroleum and coal	120·3	119·4	117·1	86.69	87.08	84.59
Chemical products	119·8	119·5	119·8	68.73	68.60	65.76
Medicinal and pharmaceutical preparations	108·2	108·2	107·6	64.01	63.47	60.95
Acids, alkalis and salts	123·7	122·1	124·3	77.12	76.89	72.87
Miscellaneous manufacturing industries	100·4	99·4	105·0	54.80	54.48	53.17
Construction	**87·2**	**91·2**	**89·5**	**63.04**	**62.36**	**63.81**
Buildings and structures	93·3	97·2	99·7	66.91	66.19	68.30
Building	94·8	98·6	96·2	65.73	64.81	62.67
Engineering work	86·8	90·7	127·1	72.63	72.84	75.87
Highways, bridges and streets	77·5	81·5	73·3	55.63	55.11	54.13
Service	**108·0**	**108·6**	**105·7**	**40.11**	**39.90**	**38.80**
Hotels and restaurants	102·5	103·4	100·1	34.86	34.70	34.13
Laundries and dry cleaning plants	99·8	100·3	99·1	37.04	36.93	36.23
Industrial composite	**105·6**	**105·8**	**106·6**	**60.89**	**60.15**	**59.22**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
Newfoundland	42·3	40·1	43·6	134·8	139·0	136·1
Nova Scotia	41·4	40·7	40·9	125·3	123·4	125·6
New Brunswick	42·7	42·4	42·5	126·8	126·2	125·0
Quebec	42·4	42·1	42·5	128·5	128·1	126·7
Ontario	40·8	40·6	40·5	151·6	150·4	148·2
Manitoba	40·2	40·0	40·7	136·1	136·3	134·6
Saskatchewan	40·2	40·0	40·9	148·1	148·0	143·2
Alberta	39·9	40·6	40·2	150·2	150·3	145·6
British Columbia	38·7	38·8	38·1	172·0	171·0	169·6

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·3	43·5	42·4	160·8	160·3	157·5	69.63	69.73	66.78
Metal mining	44·6	44·8	43·6	164·6	163·6	160·9	73.41	73.29	70.15
Gold	46·5	46·9	45·9	140·7	139·1	137·1	65.43	65.24	62.93
Other metal	43·5	43·7	42·3	178·8	178·5	175·3	77.78	78.00	74.15
Fuels	41·2	41·4	40·0	155·0	156·0	154·5	63.86	64.58	61.80
Coal	39·4	39·2	38·3	146·3	147·9	149·4	57.64	57.98	57.22
Oil and natural gas	46·2	47·6	46·4	175·9	175·2	170·4	81.27	83.40	79.07
Non-metal	42·0	42·5	42·7	154·6	153·6	148·0	64.93	65.28	63.20
Manufacturing	41·2	41·0	41·1	143·5	142·7	140·6	59.12	58.51	57.79
Food and beverages	41·0	40·7	41·0	125·5	125·5	122·1	51.46	51.08	50.06
Meat products	39·9	40·4	39·4	153·2	153·7	148·8	61.13	62.09	58.63
Canned and preserved fruits and vegetables	39·8	39·3	40·3	113·0	108·8	109·2	44.97	42.76	44.01
Grain mill products	40·2	40·2	41·9	137·3	136·0	135·4	55.19	54.67	56.73
Bread and other bakery products	43·3	43·0	42·6	108·8	108·1	109·4	47.11	46.48	46.60
Distilled and malt liquors	39·4	39·8	39·1	161·0	160·4	155·0	63.43	63.84	60.61
Tobacco and tobacco products	39·9	40·4	39·3	125·7	121·6	121·9	50.15	49.13	47.91
Rubber products	42·5	42·0	40·6	147·5	145·6	146·1	62.69	61.15	59.32
Leather products	40·6	40·1	40·6	100·0	100·4	98·2	40.60	40.26	39.87
Boots and shoes (except rubber)	40·1	39·4	40·4	96·2	96·9	94·0	38.58	38.18	37.98
Textile products (except clothing)	43·0	42·7	40·9	111·6	110·8	110·4	47.99	47.31	45.15
Cotton yarn and broad woven goods	41·1	40·7	38·6	112·6	111·8	110·4	46.28	45.50	42.61
Woollen goods	43·7	43·8	41·9	104·3	104·2	105·5	45.58	45.64	44.20
Synthetic textiles and silk	45·9	45·4	43·5	116·7	116·2	115·1	53.57	52.75	50.07
Clothing (textile and fur)	38·8	38·3	38·6	98·9	99·2	98·6	38.37	37.99	38.06
Men's clothing	38·2	37·7	38·6	98·0	98·6	96·9	37.44	37.17	37.40
Women's clothing	37·6	36·9	37·7	104·3	104·7	104·5	39.22	38.63	39.40
Knit goods	39·9	40·0	38·8	97·4	97·1	99·6	38.86	38.84	38.64
*Wood products	41·9	41·7	41·7	128·0	127·6	124·6	53.63	53.21	51.96
Saw and planing mills	41·1	41·0	40·9	137·2	136·7	133·9	56.39	56.05	54.77
Furniture	43·3	42·6	42·6	116·0	115·5	113·4	50.23	49.20	48.31
Other wood products	43·8	43·6	43·5	107·1	106·4	106·5	46.91	46.39	46.33
Paper products	42·3	42·2	42·9	163·6	163·8	158·3	69.20	69.12	67.91
Pulp and paper mills	42·6	42·7	43·3	174·6	174·8	169·7	74.38	74.64	73.48
Other paper products	41·4	41·0	41·5	129·7	129·4	124·4	53.70	53.05	51.63
Printing, publishing and allied industries	39·8	39·5	39·8	170·3	169·0	164·8	67.78	66.76	65.59
*Iron and steel products	41·1	40·8	40·9	161·3	160·0	156·7	66.29	65.28	64.09
Agricultural implements	40·3	40·5	39·8	170·7	170·3	167·7	68.79	68.97	66.74
Fabricated and structural steel	41·3	41·4	41·2	167·5	165·6	165·6	69.18	68.56	68.23
Hardware and tools	41·5	41·2	41·0	146·7	145·6	141·7	60.88	59.99	58.10
Heating and cooking appliances	40·9	39·6	41·0	140·4	141·4	136·6	57.42	55.99	56.01
Iron castings	42·1	41·4	41·4	158·4	156·2	155·8	66.69	64.67	64.50
Machinery manufacturing	41·7	41·6	42·1	155·0	154·3	151·4	64.64	64.19	63.74
Primary iron and steel	40·2	39·7	39·4	176·3	174·5	169·7	70.87	69.28	66.86
Sheet metal products	40·7	40·6	41·0	154·3	154·8	149·7	62.80	62.85	61.38
*Transportation equipment	41·2	40·9	41·7	165·9	164·6	160·8	68.35	67.32	67.05
Aircraft and parts	41·1	41·2	44·1	171·7	172·0	164·8	70.57	70.86	72.68
Motor vehicles	42·2	41·2	40·6	177·6	175·6	170·5	74.95	72.35	69.22
Motor vehicle parts and accessories	41·1	41·4	40·3	167·3	169·2	161·0	68.76	70.05	64.88
Railroad and rolling stock equipment	39·8	39·9	40·3	159·6	159·0	159·9	63.52	63.44	64.44
Shipbuilding and repairing	41·7	41·4	42·9	151·7	150·8	147·9	63.26	62.43	63.45
*Non-ferrous metal products	41·4	41·1	40·9	163·5	162·7	157·8	67.69	66.87	64.54
Aluminum products	40·8	41·1	40·6	147·1	146·4	146·8	60.02	60.17	59.60
Brass and copper products	41·6	41·5	41·2	153·5	152·1	147·7	63.86	63.12	60.85
Smelting and refining	41·6	41·2	41·0	176·8	176·2	170·3	73.55	72.59	69.82
*Electrical apparatus and supplies	40·4	40·4	40·4	149·6	150·0	148·9	60.44	60.60	60.16
Heavy electrical machinery and equipment	40·1	39·7	40·2	164·4	164·4	164·3	65.92	65.27	66.05
*Non-metallic mineral products	43·2	43·3	43·3	146·5	145·2	141·7	63.29	62.87	61.36
Clay products	44·7	44·0	44·2	137·4	135·8	132·5	61.42	59.75	58.57
Glass and glass products	42·3	43·2	43·4	145·4	144·3	139·7	61.50	62.34	60.63
Products of petroleum and coal	40·4	40·8	41·1	189·8	190·6	183·4	76.68	77.76	75.38
Chemical products	41·3	41·4	41·6	148·4	148·0	142·2	61.29	61.27	59.16
Medicinal and pharmaceutical preparations	41·2	41·0	41·5	123·5	123·0	118·8	50.88	50.43	49.30
Acids, alkalis and salts	42·2	42·3	41·9	170·4	169·5	163·4	71.91	71.70	68.46
Miscellaneous manufacturing industries	41·5	41·3	41·3	117·9	117·1	115·4	48.93	48.36	47.66
*Durable goods	41·3	41·1	41·3	155·0	153·8	151·6	64.02	63.21	62.61
Non-durable goods	41·0	40·8	40·8	131·3	131·2	128·2	53.83	53.53	52.31
Construction	39·9	39·7	41·6	153·5	152·8	151·6	61.25	60.66	63.07
Buildings and structures	39·6	39·3	40·1	163·6	163·4	166·0	64.79	64.22	66.57
Highways, bridges and streets	40·5	40·6	43·6	129·9	128·3	118·1	52.61	52.09	51.49
Electric and motor transportation	45·2	45·0	45·7	142·0	141·5	139·8	64.18	63.68	63.89
Service	40·3	40·2	41·0	85·0	85·2	83·2	34.26	34.25	34.11
Hotels and restaurants	40·7	40·6	41·6	85·0	84·9	83·6	34.60	34.47	34.78
Laundries and dry cleaning plants	40·3	40·1	40·9	80·6	81·4	78·1	32.48	32.64	31.94

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1949	21,673	21,840	43,513	158,794	44,932	203,726
May 1, 1950	16,687	15,008	31,695	327,225	77,983	405,208
May 1, 1951	36,940	15,513	52,453	163,310	54,201	217,511
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955 (1)	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955 (1)	15,508	14,655	30,163	394,621	98,601	493,222

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1955 (1)

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from February 28, 1955	Change from March 31, 1954
Agriculture, Fishing, Trapping	**989**	**221**	**1,210**	+ **720**	− **217**
Forestry	**306**	**2**	**308**	− **318**	− **26**
Mining, Quarrying and Oil Wells	**495**	**67**	**562**	+ **246**	− **288**
Metal Mining	347	10	357	+ 184	− 75
Fuels	86	15	101	+ 32	− 199
Non-Metal Mining	31	4	35	+ 24	+ 24
Quarrying, Clay and Sand Pits	7	3	10	+ 6	− 3
Prospecting	24	35	59	0	− 35
Manufacturing	**3,002**	**1,878**	**4,880**	+ **219**	− **150**
Foods and Beverages	158	124	282	+ 37	− 131
Tobacco and Tobacco Products	9	12	21	+ 10	+ 8
Rubber Products	30	19	49	+ 14	+ 10
Leather Products	33	101	134	+ 8	− 69
Textile Products (except clothing)	58	107	165	− 13	− 41
Clothing (textile and fur)	121	880	1,001	− 56	− 189
Wood Products	190	53	243	− 81	− 239
Paper Products	146	49	195	+ 20	+ 50
Printing, Publishing and Allied Industries	133	78	211	− 5	− 24
Iron and Steel Products	407	107	514	+ 46	+ 7
Transportation Equipment	933	65	998	+ 40	+ 425
Non-Ferrous Metal Products	158	40	198	+ 52	+ 65
Electrical Apparatus and Supplies	324	94	418	+ 94	+ 115
Non-Metallic Mineral Products	63	28	91	+ 36	+ 31
Products of Petroleum and Coal	37	16	53	+ 10	− 14
Chemical Products	144	55	199	− 1	− 67
Miscellaneous Manufacturing Industries	58	50	108	+ 8	− 87
Construction	**1,080**	**108**	**1,188**	+ **277**	+ **77**
General Contractors	806	74	880	+ 213	+ 57
Special Trade Contractors	274	34	308	+ 64	+ 20
Transportation, Storage and Communication	**521**	**267**	**788**	+ **84**	− **404**
Transportation	421	114	535	0	− 285
Storage	28	19	47	− 18	+ 15
Communication	72	134	206	+ 66	− 134
Public Utility Operation	**39**	**29**	**68**	− **44**	− **31**
Trade	**1,846**	**1,863**	**3,709**	+ **712**	− **218**
Wholesale	593	491	1,084	+ 113	− 23
Retail	1,253	1,372	2,625	+ 599	− 195
Finance, Insurance and Real Estate	**611**	**719**	**1,330**	+ **94**	− **302**
Service	**1,788**	**6,298**	**8,086**	+ **1,813**	− **760**
Community or Public Service	210	887	1,097	+ 159	+ 22
Government Service	765	447	1,212	+ 147	+ 702
Recreation Service	80	140	220	+ 84	+ 18
Business Service	322	326	648	− 17	− 82
Personal Service	411	4,498	4,909	+ 1,440	− 16
Grand Total	**10,677**	**11,452**	**22,129**	+ **3,803**	− **2,319**

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT MARCH 31, 1955 [1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	2,065	547	6,212	6,212	1,466	7,678
Clerical workers	1,037	3,234	4,271	16,062	26,288	42,350
Sales workers	1,385	901	2,286	7,417	15,053	22,470
Personal and domestic service workers	634	5,201	5,835	42,191	22,969	65,160
Seamen	6	.....	6	4,672	10	4,682
Agriculture and fishing	954	38	992	4,606	1,039	5,645
Skilled and semiskilled workers	3,028	1,245	4,273	250,666	24,246	274,912
Food and kindred products (inc. tobacco)	43	11	54	2,592	779	3,371
Textiles, clothing, etc.	81	915	996	4,735	14,534	19,269
Lumber and wood products	297	2	299	45,047	245	45,292
Pulp, paper (inc. printing)	29	6	35	1,372	566	1,938
Leather and leather products	30	67	97	1,716	1,212	2,928
Stone, clay and glass products	5	2	7	837	69	906
Metalworking	389	24	413	21,228	1,617	22,845
Electrical	80	16	96	3,540	1,186	4,726
Transportation equipment	1	.....	1	1,375	69	1,444
Mining	36	.....	36	2,607	.....	2,607
Construction	452	.....	452	74,259	8	74,267
Transportation (except seamen)	371	12	383	42,723	142	42,865
Communications and public utility	24	.....	24	1,758	6	1,764
Trade and service	195	154	349	4,888	2,071	6,959
Other skilled and semiskilled	875	29	904	28,738	1,310	30,048
Foremen	62	7	69	5,883	409	6,292
Apprentices	58	.....	58	7,368	23	7,391
Unskilled workers	1,502	340	1,842	173,646	23,501	197,147
Food and tobacco	33	53	86	7,356	6,751	14,107
Lumber and lumber products	179	3	182	24,930	419	25,349
Metalworking	198	27	225	8,163	775	8,938
Construction	355	2	357	89,978	67	90,045
Other unskilled workers	737	255	992	43,219	15,489	58,708
Grand Total	**10,611**	**11,506**	**22,117**	**505,472**	**114,572**	**620,044**

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
Newfoundland	**242**	**200**	**180**	**19,922**	**20,023**	**20,738**
Corner Brook	20	5	10	3,827	3,468	4,411
Grand Falls	2	.....	22	1,794	1,741	1,742
St. John's	220	195	148	14,301	14,814	14,585
Prince Edward Island	**144**	**131**	**119**	**4,244**	**4,423**	**4,033**
Charlottetown	118	120	97	2,629	2,793	2,532
Summerside	26	11	22	1,615	1,630	1,501
Nova Scotia	**1,410**	**914**	**999**	**26,207**	**27,192**	**26,009**
Amherst	17	9	5	1,131	1,085	1,073
Bridgewater	42	11	32	1,334	1,310	1,342
Halifax	1,059	626	793	4,927	5,297	4,704
Inverness	.....	.....	.....	1,066	990	990
Kentville	166	166	64	3,134	3,342	3,067
Liverpool	13	45	6	427	456	634
New Glasgow	39	17	19	4,142	4,463	3,555
Springhill	1	1	19	626	531	815
Sydney	29	6	33	5,575	5,797	5,891
Truro	35	22	19	1,380	1,239	1,495
Yarmouth	9	11	9	2,465	2,682	2,443
New Brunswick	**864**	**715**	**794**	**31,949**	**31,042**	**31,038**
Bathurst	113	113	23	5,299	5,095	4,385
Campbellton	27	35	39	3,149	2,840	2,660
Edmundston	6	19	80	2,890	2,705	2,379
Fredericton	258	218	51	2,243	1,833	2,964
Minto	6	1	3	728	683	1,061
Moncton	243	192	390	8,019	8,391	7,192
Newcastle	14	4	6	3,090	2,922	2,667
Saint John	171	111	167	2,742	2,980	3,625
St. Stephen	8	11	16	1,511	1,568	1,897
Sussex	12	9	5	620	531	557
Woodstock	6	2	14	1,658	1,494	1,651
Quebec	**4,719**	**4,502**	**5,238**	**217,369**	**211,568**	**199,584**
Asbestos	16	9	32	889	880	817
Beauharnois	23	12	4	1,162	1,164	1,099
Buckingham	13	4	7	1,514	1,503	1,704
Causapscal	6	21	3	3,657	3,320	3,199
Chandler	.....	3	1	2,670	2,544	2,262
Chicoutimi	97	137	76	2,856	2,350	2,517
Dolbeau	3	28	5	2,532	1,799	2,381
Drummondville	34	28	41	2,485	2,768	3,149
Farnham	57	40	35	1,233	1,244	1,055
Forestville	.....	21	3	2,528	2,096	2,129
Gaspe	2	.....	8	1,969	1,836	1,756
Granby	28	40	24	2,151	2,375	1,812
Hull	38	44	64	4,260	4,120	4,160
Joliette	77	117	40	4,001	4,222	3,830
Jonquiere	86	27	62	2,772	2,568	2,641
Lachute	4	9	15	912	917	924
La Malbaie	3	1	1	2,861	2,641	2,883
La Tuque	34	23	19	1,008	978	946
Levis	51	45	98	6,103	5,957	4,526
Louiseville	51	46	11	1,829	1,607	1,495
Maniwaki	4	3	5	1,932	1,398	1,663
Matane	5	1	6	4,692	4,395	3,939
Megantic	7	51	8	1,597	1,352	1,534
Mont-Laurier	9	3	7	1,875	1,505	1,821
Montmagny	17	14	18	2,514	2,219	2,308
Montreal	2,545	2,265	2,766	64,874	68,902	59,051
New Richmond	19	7	10	2,469	2,347	2,000
Port Alfred	7	6	13	1,589	1,211	1,657
Quebec	418	363	599	17,225	16,877	14,856
Rimouski	30	31	33	5,606	5,082	5,202
Riviere du Loup	25	168	190	7,451	6,153	6,217
Roberval	3	13	7	1,587	1,316	1,589
Rouyn	111	45	132	4,080	2,702	3,721
Ste. Agathe	14	8	2	1,514	1,488	1,629
Ste. Anne de Bellevue	32	20	18	1,516	1,626	1,142
Ste. Therese	42	23	44	1,911	2,058	1,809
St. Georges Est	34	55	57	3,871	3,418	3,624
St. Hyacinthe	42	35	128	2,365	2,429	2,534
St. Jean	35	39	113	2,043	2,120	2,063
St. Jerome	20	17	16	2,134	2,042	1,979
St. Joseph d'Alma	30	18	23	2,859	2,572	3,079
Sept Iles	25	34	15	1,597	1,475	1,540
Shawinigan Falls	66	52	9	5,566	5,326	5,820
Sherbrooke	121	151	164	5,659	5,592	5,497
Sorel	28	51	30	3,314	3,515	2,253
Thetford Mines	58	39	35	2,072	2,073	1,816
Three Rivers	185	141	140	6,924	7,058	6,296

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
Quebec—Concluded						
Val d'Or	88	99	24	2,543	1,940	2,695
Valleyfield	28	52	47	2,277	2,157	2,382
Victoriaville	48	43	30	2,321	2,331	2,583
Ontario	**8,261**	**7,079**	**7,698**	**181,789**	**188,749**	**164,645**
Arnprior	10	9	13	494	524	469
Barrie	91	54	117	1,689	1,835	1,521
Belleville	31	18	36	1,922	1,966	1,766
Bracebridge	180	31	204	1,662	1,595	1,459
Brampton	58	20	48	780	814	617
Brantford	45	41	87	2,847	2,831	2,710
Brockville	15	21	50	662	706	441
Carleton Place	.....	1	.....	417	373	739
Chatham	67	52	41	2,757	2,727	2,445
Cobourg	8	9	10	716	759	564
Collingwood	16	23	20	943	1,058	822
Cornwall	59	54	78	3,084	3,128	3,174
Fort Erie	5	4	6	709	782	656
Fort Frances	12	6	15	790	734	581
Fort William	149	107	72	3,400	3,242	3,520
Galt	49	55	60	1,249	1,433	1,460
Gananoque	10	26	8	360	394	310
Goderich	68	26	48	658	697	558
Guelph	58	62	94	1,772	2,374	1,697
Hamilton	549	399	361	12,676	14,063	12,775
Hawkesbury	10	14	34	1,243	1,225	951
Ingersoll	17	10	29	634	676	905
Kapuskasing	23	14	23	1,538	1,126	1,743
Kenora	21	17	14	1,133	856	734
Kingston	110	130	201	1,475	1,646	1,657
Kirkland Lake	19	18	12	1,463	1,391	1,490
Kitchener	51	69	126	2,884	3,242	2,613
Leamington	4	3	21	815	940	910
Lindsay	268	41	41	1,117	1,087	919
Listowel	21	14	28	539	551	498
London	451	340	500	4,528	5,495	4,258
Midland	15	6	9	1,469	1,642	1,273
Napanee	4	19	8	875	954	760
New Toronto	103	65	127	3,157	3,342	1,921
Niagara Falls	55	46	48	2,891	3,099	2,092
North Bay	48	30	47	2,281	2,080	2,439
Oakville	109	464	87	621	625	635
Orillia	26	16	25	1,055	1,262	1,048
Oshawa	71	89	99	3,247	3,443	3,632
Ottawa	898	916	838	5,885	5,963	4,964
Owen Sound	38	37	58	2,359	2,316	2,120
Parry Sound	16	2	1	648	734	633
Pembroke	106	83	75	2,173	1,957	2,058
Perth	34	40	26	737	748	660
Peterborough	43	24	148	3,582	3,693	2,796
Picton	3	6	5	624	697	553
Port Arthur	125	146	64	5,800	4,916	5,801
Port Colborne	10	8	16	984	1,057	833
Prescott	10	8	17	1,034	985	840
Renfrew	14	5	6	871	845	878
St. Catharines	86	98	99	3,777	4,099	3,823
St. Thomas	34	36	53	1,160	1,089	1,042
Sarnia	59	56	47	2,825	2,964	2,414
Sault Ste. Marie	92	73	75	3,038	3,182	4,087
Simcoe	25	26	55	1,139	1,381	1,342
Sioux Lookout	6	4	6	352	280	366
Smiths Falls	15	9	11	466	542	491
Stratford	30	32	48	1,035	1,117	1,116
Sturgeon Falls	.....	2	2	1,675	1,534	1,654
Sudbury	354	332	54	5,082	4,988	5,540
Timmins	31	39	60	4,046	2,254	2,793
Toronto	2,682	2,274	2,759	45,274	47,573	34,543
Trenton	30	18	37	1,098	1,163	1,110
Walkerton	45	41	30	784	935	774
Wallaceburg	7	4	3	652	779	789
Welland	15	13	8	2,498	2,684	3,155
Weston	326	142	82	1,785	1,971	1,320
Windsor	176	152	142	7,086	8,673	6,493
Woodstock	45	30	26	768	863	895
Manitoba	**1,358**	**1,206**	**1,811**	**29,206**	**29,378**	**24,133**
Brandon	165	147	273	2,539	2,508	2,014
Dauphin	12	11	24	1,534	1,568	1,153
Flin Flon	21	15	31	266	243	257
Portage la Prairie	48	25	69	1,296	1,311	1,106
The Pas	12	4	15	197	194	123
Winnipeg	1,100	1,004	1,399	23,374	23,554	19,480

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	[1] March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
Saskatchewan	**950**	**588**	**1,867**	**20,944**	**21,574**	**14,659**
Estevan	42	21	43	394	392	365
Moose Jaw	140	84	190	1,881	1,931	1,529
North Battleford	51	25	58	1,878	1,864	1,279
Prince Albert	25	13	57	2,532	2,452	1,776
Regina	291	171	786	5,035	5,386	2,956
Saskatoon	214	154	372	4,824	4,915	3,398
Swift Current	58	38	130	1,122	1,226	949
Weyburn	70	45	93	512	538	394
Yorkton	59	37	138	2,766	2,870	2,013
Alberta	**2,121**	**1,676**	**2,662**	**32,559**	**32,249**	**26,610**
Blairmore	7	11	7	542	523	531
Calgary	819	640	1,125	8,512	8,878	7,963
Drumheller	9	9	12	786	600	668
Edmonton	850	769	930	15,580	15,185	11,797
Edson	67	50	64	392	386	401
Lethbridge	205	64	309	3,569	3,553	3,005
Medicine Hat	92	63	74	1,554	1,598	1,099
Red Deer	55	65	77	1,559	1,460	1,071
Yellowknife	17	5	64	65	66	75
British Columbia	**2,048**	**1,672**	**2,359**	**55,855**	**62,388**	**56,604**
Chilliwack	36	25	102	1,844	2,088	1,650
Courtenay	33	19	44	1,204	1,633	1,341
Cranbrook	11	8	8	1,120	982	1,317
Dawson Creek	31	27	8	530	503	465
Duncan	43	38	33	907	1,185	602
Kamloops	75	58	53	1,066	1,100	1,049
Kelowna	16	18	15	1,254	1,291	1,355
Mission City	71	14	70	1,447	1,593	1,292
Nanaimo	23	13	43	1,708	2,056	1,563
Nelson	17	21	11	1,493	1,557	1,816
New Westminster	138	121	129	5,856	6,950	6,100
Penticton	7	8	8	1,514	1,626	1,376
Port Alberni	19	7	94	425	756	369
Prince George	87	113	42	1,052	1,091	1,993
Prince Rupert	20	40	33	1,219	1,500	1,162
Princeton	2	2	1	395	366	371
Trail	18	20	12	1,108	1,175	1,617
Vancouver	1,102	865	1,051	25,894	28,634	25,370
Vernon	20	17	26	1,791	1,893	1,843
Victoria	200	188	235	3,466	3,855	3,468
Whitehorse	79	30	311	562	554	485
Canada	**22,117**	**18,663**	**23,727**	**620,044**	**628,586**	**568,053**
Males	10,611	9,154	11,434	505,472	510,551	466,120
Females	11,506	9,509	12,293	114,572	118,035	101,933

[1] Preliminary subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (3 Months)	158,366	95,485	62,881	14,219	44,788	50,919	30,081	18,359
1955 (3 Months)	139,721	84,187	55,534	11,574	35,361	49,203	26,058	17,525

57857—7

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 31, 1955

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**1**	**1**			**50**	**26**			**16**	**9**	**1**		**18**	**5**	**1**		**171**	**90**	**1**	**34**	**2,047**	**966**	**305**	**93**
Forestry					**2**			**23**	**265**	**169**	**5**	**3**	**423**	**204**	**5**	**4**	**2,339**	**1,315**	**9**	**213**	**1,066**	**938**	**11**	**16**
Fishing and Trapping					**1**								**3**	**1**			**1**				**3**	**3**		
Mining, Quarrying and Oil Wells					**1**	**1**			**178**	**180**			**59**	**44**	**1**	**2**	**584**	**388**	**12**	**47**	**569**	**286**	**32**	**29**
Metal Mining					1	1							27	20		2	477	305	4	47	479	231	16	29
Fuels									172	175			29	21	1		8				4	4		
Non-Metal Mining									3	3							79	72	8		10	5		
Quarrying, Clay and Sand Pits									3	2							10	8			45	33	7	
Prospecting													3	3			10	3			31	13	9	
Manufacturing	**38**	**21**	**5**		**41**	**20**	**9**		**1,332**	**987**	**94**	**14**	**422**	**267**	**54**		**18,114**	**11,766**	**358**	**89**	**22,502**	**15,958**	**1,077**	**1,048**
Foods and Beverages	11	6	3		15	4	9		271	168	17		54	39	5		989	667	12	4	1,642	1,115	116	24
Tobacco and Tobacco Products																	48	29			22	51	2	
Rubber products																	299	246	17	1	255	143	26	3
Leather Products	1								13	12			5	1	3		1,144	832	1	9	382	299	3	
Textile Products (except clothing)					4	4			5	5		1	19	13	5		1,770	1,285	26	25	1,240	982	70	15
Clothing (textile and fur)									84	69			13	9	1		5,434	3,227	27	8	1,585	1,135	38	7
Wood Products	7	1			16	7			71	39	9		94	74	4		945	727	36	4	1,014	709	80	14
Paper Products	3	1	2										40	24	5		778	564	22	7	605	381	82	11
Printing, Publishing and Allied Industries	10	10			4	3			53	31			12	6	5		617	316	46	5	910	633	60	8
Iron and Steel Products	2	1			2	2			239	247	28	1	22	8	4		1,394	1,011	32	13	4,450	3,376	269	110
Transportation Equipment	3	1							432	333	30	12	89	55	2		1,011	715	9	4	5,493	3,715	94	783
Non-Ferrous Metal Products									3				32	24	1		999	655	10	4	810	480	51	21
Electrical Apparatus and Supplies									73	29	3						691	384	24	1	1,426	995	36	16
Non-Metallic Mineral Products									44	42	2		16	8			393	290	31		713	531	54	8
Products of Petroleum and Coal																	121	23			94	43		3
Chemical Products									41	12	4		17		17		860	422	37	4	957	669	68	11
Miscellaneous Manufacturing Industries	1	1							3		1		9	6	2		621	373	28		904	701	28	14

Construction	**102**	**49**	**7**	**3**	**126**	**94**	**14**	**60**	**730**	**383**	**95**	**73**	**2,138**	**1,779**	**52**	**159**	**3,718**	**2,658**	**196**	**256**	**6,380**	**4,721**	**846**	**135**
General Contractors	98	47	6	3	110	86	14	60	556	306	47	73	1,988	1,653	38	158	2,644	1,883	151	230	4,637	3,527	590	123
Special Trade Contractors	4	2	1	.....	16	8	.....	.....	174	77	48	.....	150	126	14	1	1,074	775	45	26	1,743	1,194	256	12
Transportation, Storage and Communication	**6**	**3**	.....	.....	**162**	**40**	**39**	**1**	**759**	**177**	**405**	**4**	**1,142**	**132**	**773**	.....	**3,526**	**1,073**	**1,754**	**13**	**2,542**	**1,149**	**742**	**24**
Transportation	3	2	.....	.....	158	38	39	1	691	147	392	3	1,092	117	766	.....	3,132	875	1,753	10	1,973	853	669	22
Storage	.....	.....	.....	.....	1	1	.....	.....	14	6	8	.....	20	4	4	.....	118	99	.....	3	300	181	62	1
Communication	3	1	.....	.....	3	1	.....	.....	54	24	5	1	30	11	3	.....	276	99	1	.....	269	115	11	1
Public Utility Operation	.....	.....	.....	.....	.....	.....	.....	.....	**92**	**21**	**63**	.....	**2**	**2**	.....	.....	**139**	**52**	.....	**1**	**306**	**147**	**6**	.....
Trade	**100**	**49**	**13**	.....	**165**	**59**	**81**	.....	**1,567**	**644**	**176**	**7**	**802**	**377**	**83**	**1**	**6,104**	**3,273**	**598**	**24**	**10,143**	**5,700**	**1,580**	**64**
Wholesale	30	13	3	.....	48	28	17	.....	641	195	110	2	210	113	35	.....	1,819	995	123	8	3,427	1,802	732	30
Retail	70	36	10	.....	117	31	64	.....	926	449	66	5	592	264	48	1	4,285	2,278	475	16	6,716	3,898	848	34
Finance, Insurance and Real Estate	**8**	**5**	**1**	.....	**23**	**10**	.....	.....	**209**	**83**	**14**	.....	**108**	**54**	**16**	.....	**1,056**	**519**	**21**	**4**	**1,905**	**998**	**83**	**7**
Service	**441**	**171**	**19**	.....	**382**	**191**	**105**	**4**	**2,628**	**968**	**615**	**43**	**1,652**	**673**	**524**	**4**	**15,074**	**7,432**	**3,016**	**149**	**20,531**	**9,506**	**4,873**	**132**
Community or Public Service	12	6	4	.....	52	32	4	.....	264	119	36	.....	135	61	41	.....	1,077	615	41	2	2,119	1,130	216	29
Government Service	347	126	4	.....	39	37	.....	3	978	403	35	31	338	226	87	2	2,247	1,628	135	54	2,918	2,051	262	35
Recreation Service	4	1	.....	.....	.....	.....	.....	.....	52	12	22	7	41	9	14	.....	248	95	26	.....	610	240	187	.....
Business Service	3	1	.....	.....	13	1	11	.....	101	38	17	3	60	42	7	.....	1,161	724	51	7	1,503	746	107	22
Personal Service	75	37	11	.....	278	121	90	1	1,233	396	505	2	1,078	335	375	2	10,341	4,370	2,763	86	13,381	5,339	4,101	46
Totals	**696**	**299**	**45**	**3**	**953**	**441**	**248**	**88**	**7,776**	**3,621**	**1,468**	**144**	**6,769**	**3,538**	**1,509**	**170**	**50,826**	**28,566**	**5,965**	**830**	**67,994**	**40,372**	**9,555**	**1,548**
Men	**437**	**151**	**45**	**3**	**514**	**248**	**105**	**84**	**5,139**	**2,363**	**980**	**124**	**5,085**	**2,776**	**1,226**	**170**	**28,426**	**16,664**	**3,212**	**746**	**40,017**	**24,871**	**6,027**	**1,419**
Women	**259**	**148**	.....	.....	**439**	**193**	**143**	**4**	**2,637**	**1,258**	**488**	**20**	**1,684**	**762**	**283**	.....	**22,400**	**11,902**	**2,753**	**84**	**27,977**	**15,501**	**3,528**	**129**

[1] Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 31, 1955

SOURCE: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**264**	**146**	**9**	.....	**645**	**298**	**1**	**24**	**1,169**	**672**	**3**	**65**	**438**	**285**	**35**	.....	**4,819**	**2,498**	**356**	**216**
Forestry	**230**	**170**	**3**	.....	**29**	**18**	**3**	.....	**801**	**587**	**6**	**118**	**1,514**	**1,324**	**3**	**64**	**6,669**	**4,725**	**45**	**441**
Fishing and Trapping	.....	.....	.....	.....	.....	.....	.....	.....	**2**	**2**	.....	.....	**4**	**4**	.....	.....	**14**	**10**	.....	.....
Mining, Quarrying and Oil Wells	**183**	**146**	**1**	**7**	**82**	**54**	**5**	**5**	**1,131**	**646**	**35**	**117**	**434**	**191**	**1**	**18**	**3,221**	**1,936**	**87**	**225**
Metal Mining	162	139	.....	5	15	15	.....	4	205	104	.....	66	274	112	1	15	1,640	927	21	168
Fuels	14	1	.....	2	35	25	2	.....	575	325	17	26	25	18	.....	2	862	569	20	30
Non-Metal Mining	.....	.....	.....	.....	9	3	1	1	.....	.....	.....	20	111	51	.....	.....	212	134	9	21
Quarrying, Clay and Sand Pits	4	4	.....	.....	7	3	1	.....	5	1	.....	1	4	3	.....	.....	78	54	8	1
Prospecting	3	2	1	.....	16	8	1	.....	346	216	18	4	20	7	.....	1	429	252	29	5
Manufacturing	**2,032**	**1,089**	**299**	**1**	**404**	**267**	**56**	**8**	**1,632**	**1,034**	**160**	**5**	**5,606**	**3,910**	**464**	**56**	**52,123**	**35,319**	**2,576**	**1,221**
Foods and Beverages	244	111	58	.....	106	75	18	1	325	212	58	1	818	468	152	2	4,475	2,865	448	32
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	15	10	.....	.....	1	.....	.....	.....	86	90	2	.....
Rubber Products	4	2	.....	.....	3	1	.....	.....	1	.....	.....	.....	3	.....	.....	1	565	392	43	5
Leather Products	95	23	47	.....	.....	.....	.....	.....	5	1	.....	.....	25	23	.....	.....	1,670	1,191	54	9
Textile Products (except clothing)	47	36	4	.....	2	.....	1	.....	29	22	1	.....	36	29	2	1	3,152	2,376	109	42
Clothing (textile and fur)	668	373	43	.....	28	27	.....	.....	99	87	2	.....	179	136	8	.....	8,090	5,063	119	15
Wood Products	132	82	25	.....	31	35	4	.....	264	191	35	1	2,540	2,102	131	39	5,114	3,967	324	58
Paper Products	46	31	14	.....	.....	.....	.....	.....	18	11	.....	.....	398	181	23	1	1,888	1,193	148	19
Printing, Publishing and Allied Industries	148	78	35	.....	60	43	11	2	74	38	9	.....	207	87	32	3	2,095	1,245	198	18
Iron and Steel Products	245	155	45	1	31	14	9	2	156	90	12	.....	458	236	23	6	6,999	5,140	422	133
Transportation Equipment	151	84	6	.....	71	28	8	2	312	182	23	2	379	278	29	1	7,941	5,391	201	804
Non-Ferrous Metal Products	30	23	.....	.....	1	.....	.....	.....	5	4	.....	.....	195	179	2	.....	2,075	1,365	64	25
Electrical Apparatus and Supplies	63	18	2	.....	7	6	.....	.....	16	11	.....	.....	66	52	1	.....	2,342	1,495	66	17
Non-Metallic Mineral Products	34	19	3	.....	2	2	.....	.....	61	53	2	1	54	23	26	.....	1,317	968	118	9
Products of Petroleum and Coal	18	14	.....	.....	35	17	1	.....	20	16	.....	.....	87	16	21	.....	375	129	22	3
Chemical Products	58	20	13	.....	17	11	3	1	209	96	15	.....	120	79	8	2	2,279	1,309	165	18
Miscellaneous Manufacturing Industries	49	20	4	.....	10	8	1	.....	23	10	3	.....	40	21	6	.....	1,660	1,140	73	14
Construction	**774**	**561**	**57**	.....	**549**	**330**	**163**	**1**	**1,200**	**785**	**212**	**26**	**1,873**	**1,220**	**262**	**117**	**17,590**	**12,580**	**1,904**	**830**
General Contractors	545	429	25	.....	443	265	139	1	836	555	154	26	1,544	1,038	188	116	13,410	9,789	1,352	790
Special Trade Contractors	220	132	32	.....	106	65	24	.....	364	230	58	.....	329	182	74	1	4,180	2,791	552	40
Transportation, Storage and Communication	**427**	**151**	**84**	**2**	**210**	**86**	**72**	**2**	**591**	**233**	**134**	**1**	**1,021**	**438**	**309**	**7**	**10,386**	**3,482**	**4,312**	**54**
Transportation	295	109	25	1	165	60	69	1	467	163	102	.....	795	324	271	6	8,771	2,688	4,086	44
Storage	94	28	58	1	28	16	2	.....	69	27	31	.....	125	59	36	.....	769	421	201	5
Communication	38	14	1	.....	17	10	1	1	55	43	1	1	101	55	2	1	846	373	25	5

Public Utility Operation	48	19	1	.....	7	4	1	.....	53	34	8	1	65	21	9	.....	712	300	88	2
Trade	2,533	708	1,246	.....	1,370	619	342	6	3,140	1,305	943	6	4,755	1,930	1,794	10	30,679	14,664	6,856	118
Wholesale	994	347	366	.....	433	196	141	.....	1,225	473	450	1	1,565	826	390	6	10,392	4,988	2,367	47
Retail	1,539	361	880	.....	937	423	201	6	1,915	832	493	5	3,190	1,104	1,404	4	20,287	9,676	4,489	71
Finance, Insurance and Real Estate	342	137	45	.....	193	112	6	1	539	242	17	.....	633	299	27	4	5,016	2,459	230	16
Service	4,596	1,133	2,396	3	2,592	1,159	542	26	5,544	2,357	989	43	7,161	3,816	1,226	65	60,601	27,406	14,296	469
Community or Public Service	432	155	95	.....	288	193	25	16	592	290	29	15	769	357	64	10	5,740	2,958	555	72
Government Service	442	309	6	3	715	340	11	.....	1,121	619	27	11	1,726	1,218	73	13	10,871	6,957	640	152
Recreation Service	80	24	38	.....	32	10	7	.....	68	34	9	.....	102	39	25	5	1,237	464	328	12
Business Service	235	85	22	.....	101	62	5	3	368	207	27	7	572	293	54	5	4,120	2,199	301	47
Personal Service	3,407	560	2,235	.....	1,453	554	494	7	3,395	1,207	888	10	3,992	1,909	1,010	32	38,633	14,828	12,472	186
Totals	11,429	4,260	4,141	13	6,081	2,947	1,191	73	15,892	7,897	2,498	382	23,501	13,438	4,130	341	191,830	105,379	30,750	3,592
Men	5,427	2,410	1,578	12	3,210	1,434	719	49	8,403	4,431	1,408	340	13,438	8,433	1,866	293	119,096	63,781	17,166	3,240
Women	6,002	1,850	2,563	1	2,871	1,513	472	24	7,399	3,466	1,090	42	10,066	5,005	2,264	48	81,734	41,598	13,584	352

[1]Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of March, 1955			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	15·2	4,464	429,933	(876)	1,489,372
Prince Edward Island	3·2	639	71,076	(405)	214,885
Nova Scotia	17·6	6,406	465,932	(5,334)	1,503,406
New Brunswick	17·9	5,998	447,963	(3,446)	1,442,430
Quebec	123·6	60,605	3,773,643	(42,783)	11,959,931
Ontario	113·6	46,285	3,083,357	(38,565)	9,808,929
Manitoba	17·3	5,881	491,320	(6,720)	1,524,868
Saskatchewan	12·5	3,827	365,198	(3,012)	1,164,767
Alberta	21·6	8,885	560,821	(6,183)	1,828,258
British Columbia	34·5	11,748	932,527	(11,579)	3,016,031
Total, Canada, March 1955	377·0	154,738	10,621,770	(118,903)	33,952,877
Total, Canada, February 1955	394·6	159,917	8,939,252	(99,338)	28,576,170
Total, Canada, March 1954†	348·6	152,611	10,127,126	(100,443)	32,160,928

† Week containing last day of the month.

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MARCH 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES *INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							March 31, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	19,056 (25)	1,720	1,038	1,346	3,743	4,863	6,346	19,374 (38)
Male	18,531 (25)	1,657	998	1,302	3,634	4,752	6,188	18,904 (30)
Female	525 (—)	63	40	44	109	111	158	470 (8)
Prince Edward Island	3,690 (11)	192	154	225	621	967	1,531	3,466 (33)
Male	3,204 (8)	156	132	209	523	849	1,335	3,014 (25)
Female	486 (3)	36	22	16	98	118	196	452 (8)
Nova Scotia	23,835 (184)	2,570	1,468	2,142	4,285	5,228	8,142	23,722 (195)
Male	21,014 (158)	2,273	1,283	1,880	3,693	4,661	7,224	21,061 (167)
Female	2,821 (26)	297	185	262	592	567	918	2,661 (28)
New Brunswick	28,949 (149)	2,864	2,205	2,859	5,654	6,097	9,270	27,983 (122)
Male	25,459 (118)	2,549	2,037	2,610	5,067	5,358	7,838	25,040 (97)
Female	3,490 (31)	315	168	249	587	739	1,432	2,943 (25)
Quebec	202,143 (1,864)	25,018	15,647	23,780	41,603	36,332	59,763	184,874 (1,473)
Male	172,753 (1,304)	21,269	13,840	21,056	36,739	31,190	48,659	158,929 (1,016)
Female	29,390 (560)	3,749	1,807	2,724	4,864	5,142	11,104	25,945 (457)
Ontario	161,030 (1,551)	21,902	10,731	16,856	28,247	28,954	54,340	144,245 (1,045)
Male	127,238 (1,162)	17,125	8,603	13,429	22,382	22,957	42,742	115,608 (800)
Female	33,792 (389)	4,777	2,128	3,427	5,865	5,997	11,598	28,637 (245)
Manitoba	26,846 (301)	2,792	1,397	2,085	3,993	5,098	11,481	23,455 (272)
Male	20,790 (238)	2,086	1,042	1,531	2,929	3,948	9,254	17,956 (187)
Female	6,056 (63)	706	355	554	1,064	1,150	2,227	5,499 (85)
Saskatchewan	19,587 (124)	1,368	1,007	1,520	3,322	4,493	7,877	13,326 (88)
Male	16,704 (104)	1,106	820	1,257	2,769	3,785	6,967	11,503 (76)
Female	2,883 (20)	262	187	263	553	708	910	1,823 (12)
Alberta	29,863 (197)	3,657	2,176	3,088	5,631	6,193	9,068	23,597 (152)
Male	25,791 (165)	3,165	1,891	2,663	4,910	5,304	7,888	20,621 (124)
Female	4,072 (32)	492	285	455	771	889	1,180	2,976 (28)
British Columbia	48,291 (418)	5,618	2,792	4,809	7,362	8,571	19,139	47,618 (339)
Male	37,438 (341)	4,338	2,234	3,911	5,577	6,474	14,904	38,382 (278)
Female	10,853 (77)	1,280	558	898	1,785	2,097	4,235	9,236 (61)
CANADA	563,290 (4,824)	67,701	38,615	58,710	104,511	106,796	186,957	511,660 (3,757)
MALE	468,922 (3,623)	55,724	32,880	49,818	88,223	89,278	152,999	431,018 (2,800)
FEMALE	94,368 (1,201)	11,977	5,735	8,892	16,288	17,518	33,958	80,642 (957)

* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MARCH 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,765	6,042	723	7,279	3,213	4,066	2,245
Prince Edward Island	1,198	1,072	126	1,287	486	801	133
Nova Scotia	10,637	7,442	3,195	10,959	6,832	4,127	1,868
New Brunswick	12,025	9,756	2,269	12,802	6,521	6,281	2,324
Quebec	86,512	66,263	20,249	90,435	56,740	33,695	20,400
Ontario	74,126	52,173	21,953	75,766	50,339	25,427	15,569
Manitoba	10,483	8,163	2,320	10,394	5,711	4,683	1,581
Saskatchewan	6,796	5,600	1,196	7,062	3,500	3,562	1,338
Alberta	13,585	10,461	3,124	14,168	8,927	5,241	2,924
British Columbia	21,417	14,389	7,028	22,553	14,148	8,405	3,238
Total Canada, March 1955	243,544*	181,361†	62,183	252,705†	156,417	96,288	51,620
Total Canada, February 1955	236,847	178,242†	58,605	260,159	161,610	98,549	60,781
Total Canada, March 1954	248,421	181,147	67,274	250,206	162,242	87,960	61,108

* In addition, revised claims received numbered 34,021. † Initial claims considered for supplementary benefit, Table E-5, are included here. ‡ In addition, 34,885 revised claims were disposed of. Of these, 3,240 were special requests not granted, and 1,431 were appeals by claimants. There were 4,143 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—February	3,339,000	2,844,200	494,800†
March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700
November	3,216,000	3,006,900	209,100
December	3,275,000	3,000,500	274,500
1955—January	3,356,000	2,924,200	431,800†
February	3,372,000	2,828,600	543,400†

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit				
							$
Newfoundland	3,846	3,082	764	2,900	124,089	(136)	409,100
Prince Edward Island	751	667	84	692	33,870	(93)	92,352
Nova Scotia	3,651	3,040	611	2,855	182,185	(879)	562,930
New Brunswick	5,785	4,612	1,173	4,285	224,850	(742)	660,843
Quebec	29,420	23,276	6,144	24,544	1,272,771	(7,754)	3,750,636
Ontario	21,764	17,681	4,083	17,722	1,092,767	(8,384)	3,269,955
Manitoba	4,198	3,639	559	3,645	218,969	(1,947)	650,090
Saskatchewan	3,242	2,743	499	2,733	141,727	(570)	432,727
Alberta	4,494	3,614	880	3,515	176,592	(1,513)	552,361
British Columbia	7,124	5,848	1,276	4,998	360,251	(2,796)	1,103,140
Total, March, 1955	84,275*	68,202	16,073	67,889†	3,828,071	(24,814)	11,484,134
Total, March, 1954	75,706*	59,804	15,902	58,723†	2,332,973	(11,315)	5,027,914

* There were, in addition, 3,587 renewal claims in March, 1955 and 2,362 in March, 1954.
† Includes 3,927 renewal claims in March, 1955 and 2,333 in March, 1954.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1955

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary Classes 1 and 2	Total	
	$	$	$	$	$	$	$	$	$
TO 1950	644,786,331 88	128,886,931 60	41,539 99	61,989,796 65	835,704,600 12	252,319,395 71	738,233 89	253,057,627 60	582,646,972 52
1951	128,744,248 84	25,796,703 41	34,656 50	15,630,847 06	170,206,455 81	83,082,101 75	5,190,949 79	88,273,051 54	664,580,376 79
1952	153,887,858 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	85,559,677 68	4,594,758 92	90,154,436 60	778,199,351 43
1953	155,184,595 03	31,036,836 18	36,085 94	22,950,737 44	209,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	851,585,164 66
1954	158,673,276 19	31,735,867 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34
TO 1954	1,241,276,310 43	248,262,043 87	182,460 20	145,712,389 37	1,635,433,203 87	724,395,250 96	29,763,819 57	754,159,070 53	881,274,133 34
April	13,983,783 36	2,791,191 90	2,925 75	2,203,262 63	18,981,163 64	25,364,305 38	4,456,593 48	29,820,898 86	870,434,398 12
May	13,115,221 43	2,610,732 42	2,200 00	2,197,571 44	17,925,725 29	20,697,662 24	421,760 95	21,119,423 19	867,240,700 22
June	12,114,552 80	2,439,791 98	3,807 50	2,310,828 32	16,868,980 60	15,685,208 51	15,677 10	15,700,885 61	868,408 795 21
July	13,281,935 03	2,655,665 24	3,532 00	2,234,212 08	18,175,344 35	12,747,220 26	Cr. 40,499 11	12,706,721 15	873,877,418 41
August	13,615,432 46	2,723,155 47	2,809 79	2,230,045 16	18,571,442 88	12,054,699 35	Cr. 3,811 25	12,050,888 10	880,397,973 19
September	13,405,932 09	2,683,046 01	2,446 00	2,194,038 40	18,285,462 50	12,384,355 82	Cr. 3,041 95	12,381,313 87	886,302,121 82
October	13,188,619 96	2,637,227 27	3,268 80	2,240,494 14	18,069,610 17	11,765,383 36	Cr. 498 30	11,764,885 06	892,606,846 93
November	13,906,508 80	2,781,946 01	2,587 80	2,173,949 31	18,864,991 92	14,003,726 19	Cr. 1,313 30	14,002,412 89	897,469,425 96
December	13,640,125 19	2,726,791 51	4,028 77	2,214,091 92	18,585,037 39	19,412,968 25	Cr. 896 70	19,412,071 55	896,642,391 80
January	13,536,461 63	2,706,513 80	1,589 00	2,185,795 56	18,430,350 99	26,139,150 08	2,222,445 15	28,361,595 23	886,711,147 56
February	12,667,098 46	2,534,462 48	3,456 31	1,968,498 17	17,173,515 42	28,563,399 96	6,320,964 45	34,884,364 41	869,000,298 57
March	12,404,638 20*	2,480,939 79	4,145 00	2,225,481 51	17,115,204 50	33,939,728 70	11,483,457 60	45,423,186 30	840,692,316 77
Sub-Total	158,860,309 41	31,771,463 88	36,787 72	26,378,268 64	217,046,829 65	232,757,808 10	24,870,838 12	257,628,646 22	840,692,316 77
Total	1,400,136,619 84	280,033,507 75	219,247 92	172,090,658 01	1,852,480,033 52	957,153,059 06	54,634,657 69	1,011,787,716 75	840,692,316 77

* Stamps $5,467,852.31 Meter $1,422,335.50 Bulk $5,514,450.39 D.V.A. $ Total $12,404,638.20

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	117·9
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

——	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1st, 1954	March 1st, 1955	April 1st, 1955					
(1) St. John's, Nfld.	102·0	102·9	103·5	102·1	108·0	101·2	100·5	106·3
Halifax	113·8	114·5	114·6	106·5	123·5	114·6	118·9	118·8
Saint John	115·9	117·6	117·6	112·2	125·1	116·2	116·3	124·0
Montreal	116·3	116·7	116·7	114·0	134·6	107·2	115·9	116·9
Ottawa	115·5	116·8	116·9	110·7	132·3	111·1	116·5	119·8
Toronto	117·7	118·2	118·4	109·6	145·8	109·9	115·0	119·4
Winnipeg	114·9	115·2	115·3	110·1	126·0	112·6	113·5	118·0
Saskatoon—Regina	113·6	113·7	113·9	109·6	116·0	114·9	117·9	113·2
Edmonton—Calgary	114·3	114·2	114·2	108·4	121·1	112·6	115·8	118·3
Vancouver	116·9	117·9	117·2	109·4	126·1	112·5	125·8	120·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
Cumulative totals	43		14,795		278,083	0·08
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
Cumulative totals	70		14,258		249,030	0·07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man-working Days	Date Began	Particulars(2)
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to April 1955					
MANUFACTURING—					
Textiles, Clothing, etc.—					
Knitted goods factory workers, St. Hyacinthe, Que.	1	(3) 417	8,300	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Metal Products—					
Auto parts foundry workers, Sarnia, Ont.	1	300	7,500	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; unconcluded.
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	94	1,880	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Steel erectors, Toronto, Ont.	1	12	120	Feb. 18	For closed shop union agreement; concluded April 15; negotiations; compromise.
Metal frame erectors, Windsor, Ont.	1	27	540	Mar. 7	Jurisdictional dispute over erection of frame-work for conveyor belt; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Miscellaneous—					
Radio station employees, Quebec, Que.	1	12	300	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; unconcluded.
Strikes and Lockouts Commencing During April 1955					
MINING—					
Copper miners Lake Cowichan, B.C.	1	19	210	Apr. 1	Protesting dismissal of a worker; concluded April 18; negotiations; in favour of workers.
Coal miners, loaders, New Waterford, N.S.	1	(4) 29	40	Apr. 13	Protest against flying dust raised by forced air currents; concluded April 15; return of workers; indefinite.
MANUFACTURING—					
Textiles, Clothing, etc.—					
Cotton factory workers, Hamilton, Ont.	1	(5) 30	240	Apr. 20	Protest against interpretation of work-load clause in agreement; concluded April 29; negotiations; compromise.
Printing and Publishing—					
Bookbinders, Oshawa, Ont.	1	13	78	Apr. 14	For a new agreement providing for increased wages to prevailing rates; concluded April 21; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 [1]

Industry, Occupation, Locality	Number Involved		Time Loss in Man-working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During April 1955—Continued					
Printing pressmen, London, Ont.	1	10	90	Apr. 18	For a union agreement providing for increased wages, union shop, lower ratio of apprentices to journeymen and fringe benefits, following reference to conciliation board; concluded by April 29; replacement, strikers resigned to accept employment elsewhere; indefinite.
Newspaper printing plant workers, Montreal, Que.	1	62	480	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products—					
Furniture factory workers, Napanee, Ont.	1	67	1,000	Apr. 6	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and fringe benefits, following reference to conciliation board; concluded by April 27; return of workers; in favour of employer.
Metal Products—					
Wire products factory workers, Watford, Ont.	1	88	1,230	Apr. 12	For implementation of award of conciliation board for increased wages, check-off and two weeks' vacations with pay after five years in new agreement under negotiations; unconcluded.
Electrical apparatus pattern makers, Hamilton, Ont.	1	20	200	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters, Hamilton, Ont.	1	10	50	Apr. 21	Jurisdictional dispute as to whether carpenters or lathers should install acoustic and metal lath; concluded April 27; return of workers; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—					
Water Transport—					
Barge seamen, Quebec, Que.	5	40	400	Apr. 18	For a union agreement providing for increased wages retroactive to June 24, 1954, following reference to conciliation board; unconcluded.
Miscellaneous—					
Grain elevator workers, Fort William and Port Arthur, Ont.	15	1,226	3,000	Apr. 16	For a new agreement providing for increased wages, following reference to conciliation board; concluded April 20; mediation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man-working Days	Date Began	Particulars(2)
	Establishments	Workers			
Strikes and Lockouts Commencing During April 1955—Concluded					
Grain elevator workers, Montreal, Que.	4	96	96	Apr. 28	Protesting suspension of 16 workers for failure to report for night duty April 27; concluded April 28; return of workers; in favour of employers.
TRADE—					
Furniture store clerks, Quebec, Que.	1	34	34	Apr. 1	For a union agreement providing for maintenance-of-membership clause, following reference to arbitration board; concluded April 1; negotiations; in favour of workers.
Department store clerks, Quebec, Que.	1	30	30	Apr. 1	For a union agreement providing for manitenance-of-membership clause, following reference to arbitration board; concluded April 1; negotiations; in favour of workers.
Brewerywarehousemen and truck drivers, Hamilton, Ont.	1	47	94	Apr. 6	Protesting employment of casual non-union help during peak period; concluded April 7; return of workers pending grievance procedure; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 252 indirectly affected; (4) 11 indirectly affected; (5) 173 indirectly affected.

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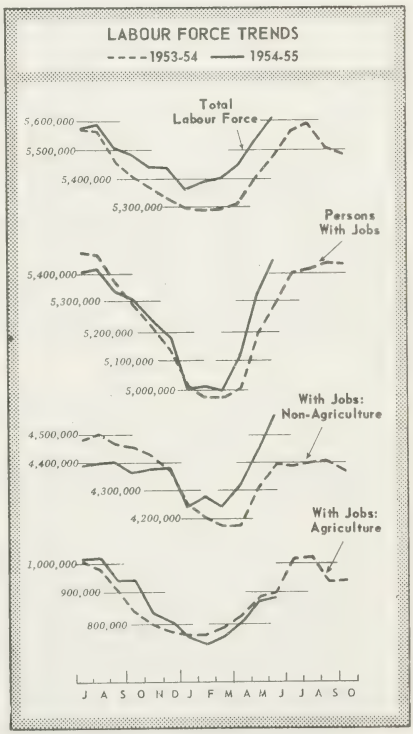
CURRENT manpower and labour relations REVIEW

JULY 15, 1955

Economics and Research Branch, Department of Labour, Canada

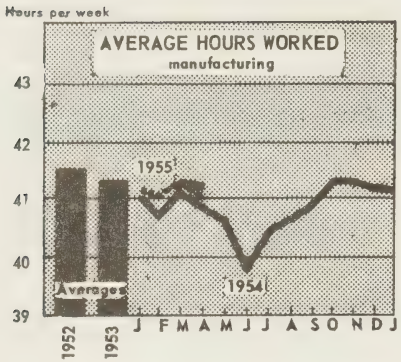
Current Manpower Situation

RAPID growth of labour requirements highlighted labour market developments in June. The resulting employment increases were sufficiently large both to absorb students and other seasonal workers who enter the labour force at this time of year and to reduce unemployment substantially. Although the construction, forestry and automotive industries continued to dominate the upsurge in employment, it was clear that the expansion was becoming more widespread. The demand for workers was in balance with the available supply in more than two-thirds of the 109 local labour market areas surveyed—about twice as many as last year. A number of centers reported developing shortages of particular skills.



Over-all employment in Canada continued the sharp rise that has been evident since the middle of March. The number of persons with jobs was estimated to be 5,458,000 in the week ended June 18, an increase of 134,000 from mid-May and 459,000 from the March trough. This employment gain was considerably greater than in the same months of 1954 and 1953. Consequently, the number of

A Monthly *Labour Gazette* Feature



job holders, which was below the year-earlier figure in January, by June was 161,000 higher than in June 1954 and 102,000 higher than the 1953 figure.

Practically the entire employment increase during the month was in non-agricultural industries. Agricultural employment was about 20,000 lower than last year and farm labour requirements showed little sign of increasing to any great extent until the harvest.

The level of unemployment also changed more rapidly this spring than in the last two years. At the middle of June the estimate of persons without jobs and seeking work had fallen to 157,000 and the number of applications for jobs registered with the National Employment Service had dropped to 252,000. Both of these figures were about two-fifths of their winter peak; both were well below the totals for the same date last year but still well above those for June 1953.

Increasing construction activity stimulated much of the increased hiring this spring. The strength in this sector is underlined by the results of the investment survey conducted by the Department of Trade and Commerce, which estimates the total value of construction anticipated in 1955 at a figure almost 8 per cent higher than the actual amount invested in construction in 1954. Other recent statistics show that house building has increased sharply, the number of units begun in the first five months of this year being 9 per cent higher than last year. Data on construction contracts awarded also indicate substantial gains in non-residential construction later this year. Employment in the industry was estimated by the Labour Force Survey to be 5 per cent higher than a year earlier. Field reports show considerably stronger demand for construction labour this year than last, suggesting that the margin has been well maintained.

Reports from National Employment Service offices in most parts of the country indicate that while a few industries still dominate the upturn in activity, increased hirings are becoming more general. The composition of job opportunities listed with the NES by employers partially reflects this trend. Total vacancies on file increased steadily from about 20,000 at the end of March to 40,000 at the middle of June, the latter figure being one-third greater than a year earlier. Increases in vacancies for carpenters, loggers and metal working tradesmen showed up prominently in the year-to-year comparison. In addition, the requirements for general office clerks, auto mechanics and workers in service occupations increased markedly. In most local labour market areas there were enough workers to meet the growing requirements without difficulty. In some parts of Ontario, however, some manufacturing trades, notably tool and die makers, were reported to be scarce and a number of areas in British Columbia reported an increasing shortage of key lumbering skills.

On the whole, employment increases were fairly well distributed geographically. By the first of July, over-all labour requirements were in balance with the supply of available workers in 75 local labour market areas, two-thirds of the total number surveyed each month. In the remaining 34 areas, labour supply was moderately in excess of demand. At the same time last year, only 41 areas were in balance while 62 were in the moderate and five in the substantial labour surplus category; one was in shortage.

Over-all employment in Canada rose substantially more this year than in 1954 and unemployment declined much more rapidly. By the middle of June the estimated number of persons without jobs and seeking work had dropped 16 per cent below that of a year ago; only three months before this figure was 25 per cent above the year-earlier figure.

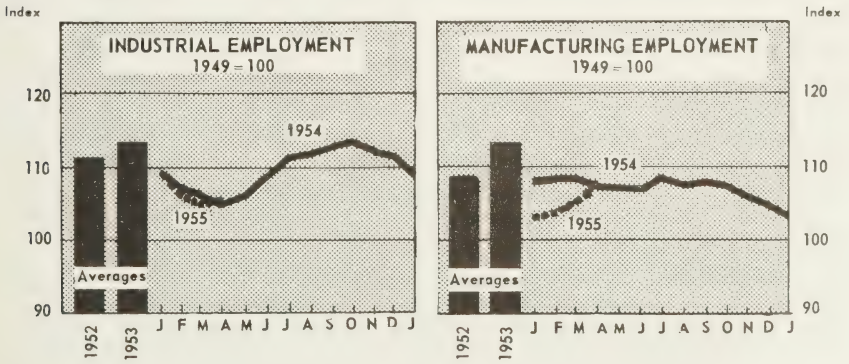
It is possible to misrepresent the extent of the improvement this year by relying too heavily on year-to-year comparisons. This is particularly true when the current situation is compared with the first part of 1954, when employment was still declining.

The trends in 1955 contrast more dramatically with last year than with the experience of other years. Nevertheless, the employment increase this year not only was greater than in either of the two previous years but apparently rose more than in any other post-war year. The percentage decline in unemployment was at least as large as in other post-war years despite the fact that unemployment was higher this winter than in the past ten years.

Industrial Distribution

The industrial employment survey of the Bureau of Statistics provides further indication of the employment gains this spring. As in the labour force statistics, the employment indices in this survey show that employment has been rising in almost all industries. The preliminary index for the industrial composite at May 1 was about 1 per cent above the year-earlier figures. It is the first time this index has risen above the previous year in almost two years.

The manufacturing employment index for May was almost the same as a year earlier. In contrast, this index was 4.5 per cent lower than a year earlier in January, and 6 per cent lower in October 1954. More recent information indicates that this strengthening will continue through the summer and fall months.



The upturn in manufacturing employment has come largely from the consumer durable goods industries and the industries supplying basic materials. Production and employment in the vehicles industry has shown a marked rise since the settlement of the Ford strike last winter. Employment is now well above year-earlier levels and no slackening is expected, at least until the model change-over period. In industries producing electrical products, furniture and household equipment, employment reached last year's level. In view of the sustained volume of defence procurement orders for electronics, the continuing increases in residential construction and the general strengthening of consumer expenditures, labour requirements are not expected to slacken in the near future.

Employment in the basic materials industries continued the upward trend that began early this spring. This strength stems from a variety of sources, including export demand, construction activity, the completion of inventory adjustments and the general rise in consumer expenditures.

The impact of rising export trade has been mainly in the chemicals, forest and mining industries. Employment in the primary iron and steel industry has kept pace with the rise in domestic economic activity. There has also been a moderate rise in textile employment.

In the broad group of producer goods industries, employment appeared to be stabilizing after extensive declines during the past year or two. In the farm implements industries, employment was about equal to last year's but almost 20 per cent below the level of two years ago. Aircraft, shipbuilding and railway rolling stock employment has declined steadily in the past year and at the first of May was lower than a year earlier by 8, 17 and 19 per cent respectively. The increasing amount of industrial and residential construction appears to have stopped the decline in machinery and fabricated iron and steel plants.

The non-manufacturing sector of the industrial composite reflects the general buoyancy of economic conditions. Transportation employment recovered by May 1 to a level slightly higher than that of last year and in the trade and service industries the rising employment trend continued. These gains have not been spectacular but because of the large number of workers involved they have contributed significantly to the rise in over-all employment.

Labour-Management Relations

BY mid-July, settlements had been reported in contract negotiations in the pulp and paper and logging industries. Wage increases and improved employment conditions were provided in the new agreements. Negotiations had progressed to different stages in other industries such as steel, automobile, aircraft, mining and textiles. Collective bargaining during the first six months of this year was accompanied by fewer strikes and lockouts than last year, although the total amount of time lost through work stoppages during both periods was about the same.

Current Settlements and Negotiations

Pulp and Paper—Collective bargaining has now been practically completed in both the eastern and western regions. In eastern Canada, a departure from the bargaining procedure of former years was that bargaining by single companies replaced group bargaining. Some 40 new one-year collective agreements have been reached since April between pulp and paper companies and a group of AFL–TLC unions, covering pulp and newsprint workers at mills located from Newfoundland to Manitoba. The terms of settlement reached in individual company negotiations were similar, providing a uniform wage increase of 5 per cent, higher shift differentials, improved health and welfare plans and other benefits. The group of AFL–TLC unions representing the workers in these negotiations included the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers, the International Brotherhood of Electrical Workers and the International Association of Machinists.

In the latter part of June, work stoppages occurred at the Belgo and Laurentide divisions of the Consolidated Paper Corporation at Shawinigan Falls and Grand'Mere, Que. These stoppages interrupted negotiations between the National Federation of Pulp and Paper Workers, Inc. (CCCL) and the management of the two pulp and paper mills. At mid-July, operations were reported to have been resumed at the Laurentide mill.

A settlement subject to ratification was reported between AFL–TLC craft unions and eight leading pulp and paper producers of British Columbia. Under the terms of the two-year master agreement, wage rates are to be increased by 5 per cent this year and by a general increase of 5 cents per hour next year. Shift differentials are increased from 6 to 7 cents per hour.

Logging and Sawmills—Terms of settlement covering a two-year period have been reached in the contract negotiations between the International Woodworkers of America (CIO–CCL) and Forest Industrial Relations Limited, representing logging and sawmill operators on the coast of British Columbia. Under the settlement, which was accepted by the workers, a general wage increase of 5 cents per hour was granted, effective June 1955, and a further 5-cent increase will become effective June 1956. Similarly, one additional paid statutory holiday was provided for the first year of the contract and an additional paid holiday was scheduled for the second year. Minor changes were also made in other working conditions affecting the 32,000 woodworkers covered by the collective agreements.

goals of the union, the United Automobile Workers of America (CIO–CCL). The union reached a two-year agreement last May with the Canadian Car & Foundry Co., Limited, at Fort William, following a two-week strike. Terms of settlement included a wage increase of approximately 9 cents per hour, the union shop, an improved social security plan and a provision that the company would not retire employees between ages 55 and 65 unless the employees concerned agreed to it.

Contract negotiations were still in progress between the International Association of Machinists (AFL–TLC) and A.V. Roe Aircraft, Limited, and Orenda Engines, Limited, at Malton, Ont., (L.G., Apr., p. 383).

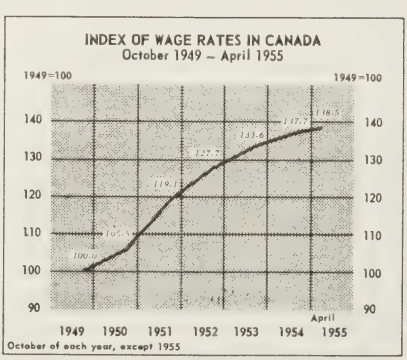
Textiles – Negotiations were in progress covering employees in several textile plants in Ontario. At Canadian Cottons Limited, Cornwall, negotiations between the company and the Textile Workers Union of America (CIO–CCL) were scheduled to open early in July. Union demands had not been reported. The same union, bargaining for 800 employees of York Knitting Mills, Limited, at Toronto and Woodstock, agreed with the company to extend the life of the present contract until next January. The company had originally requested that wages be reduced by 5½ cents per hour. Contract negotiations have also been initiated by the same union with the management of Eaton Knitting Co., Limited, at Hamilton. Union demands are reported to include changes in wage rates, a union shop with check-off and several other contract changes.

Work Stoppages

Preliminary figures for June 1955 indicate a total of 29 stoppages affecting 5,664 workers, with a resulting time loss of 47,355 man-days. For May 1955, the totals were: 17 stoppages, 3,200 workers, and 40,550 man-days.

Wage-Rate Changes

The accompanying chart traces the movement in the general average index of wage rates from October 1949 to April 1955. The index for April 1955 is based on a sample survey of changes in wage rates between October 1, 1954, and March 31, 1955, while the 1954 index is a a preliminary index based on the Department of Labour's annual survey of wage rates in Canada covering the last normal pay period preceding October 1, 1954. Indexes for the years before 1954 are final indexes derived from the annual survey. In calculating the general average, indexes for logging, mining, manufacturing, construction, transportation, storage and communication, electric light and power, trade, and personal service are combined. Final 1954 indexes for all industries will be published in a future issue of the *Labour Gazette*.



Most contracts covering logging and sawmills in the interior of British Columbia do not terminate until next year.

Automobiles – Negotiations were still in progress at mid-July between General Motors of Canada and the United Automobile Workers (CIO–CCL). A "supplemental unemployment benefit" plan such as was won by the union in the United States (see page 811) formed part of the union's demands. Other union requests called for a union shop, elimination of wage rate differences with other Canadian automobile products, changes in seniority and several other items. The union was conducting separate negotiations with the company for employees at the large Oshawa plant and for employees at Windsor, Toronto, St. Catharines and London, Ont., the latter group of plants being under a separate master agreement.

A conciliation officer intervened in both disputes in June and recommended that they be referred to conciliation boards.

Primary Steel – No settlement had been reached in the contract negotiations between the United Steelworkers of America (CIO–CCL) and two of Canada's three largest steel producers, the Steel Co. of Canada, Limited, at Hamilton and the Algoma Steel Corporation, Limited, at Sault Ste. Marie, Ont.

Union demands in both instances have been reported to include unspecified increases in wage rates, an improved pension plan, increased shift differentials and other requests. Negotiations begun last spring have been assisted by a conciliation officer and the formation of conciliation boards has been recommended.

Metal Mining and Smelting – A settlement was reached, subject to ratification, between representatives of the Consolidated Mining & Smelting Co. of Canada and the International Union of Mine, Mill and Smelter Workers (indep.). Terms of settlement included a general wage increase of 5 cents per hour, an improved insurance plan and other benefits. Some 5,000 employees of the company in British Columbia will be covered by this contract.

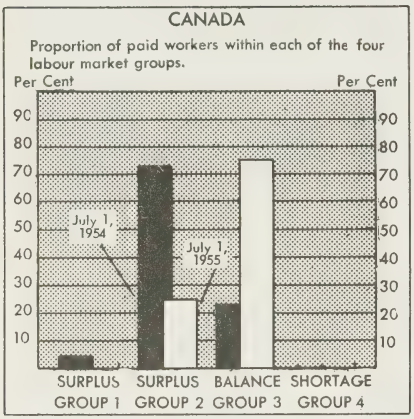
Negotiations were still in progress between the same union and the International Nickel Co. of Canada, Limited, at Sudbury, Ont., and between the United Steelworkers of America (CIO–CCL) and the management of several mines in northern Ontario and Quebec.

At International Nickel, the union's demands included a wage increase and improvement in other working conditions. A conciliation board appointed to settle the dispute was scheduled to hold hearings at mid-July.

The Steelworkers' demands at Noranda Mines Limited, Noranda, Que., and at some of the largest gold mines in Northern Ontario included a reduction in hours, a wage increase, the check-off and other benefits. A conciliation board heard the parties to the dispute in the case of Noranda Mines late in June. Negotiations at the time of writing were less advanced in the gold mines.

Aircraft – Nearly 2,000 production workers were affected by a strike at the De Havilland Aircraft of Canada, Limited, Downsview, Ont. Increased wages and union security were reported among the main

Manpower Situation in Local Areas



THE continuing increase in labour requirements in nearly all local labour market areas was reflected in a substantial number of reclassifications during June. Thirty-nine of the 109 areas were reclassified; nine from the substantial to the moderate labour surplus category and 30 from moderate surplus to balance, bringing the total number of areas in balance to 75, compared with only 45 a month ago and 41 a year ago.

Reclassification of most areas was the result of seasonal increases in construction, transportation and logging for the summer log cut. A sharp upturn in demand for construction and service workers, together with continued strengthening in the food processing, machine shop and other manufacturing industries, occurred in Winnipeg, the only metropolitan area to be reclassified.

The larger number of balanced labour market areas was distributed fairly evenly over all regions. In the Atlantic, Quebec and Pacific regions, improvement in the labour markets was largely the result of an upturn in demand for construction and forestry workers and was concentrated in the smaller outlying areas.

The major factor contributing to the large number of balanced labour market areas in Ontario was a gradual strengthening of manufacturing in the metropolitan and major industrial centers of southern Ontario. The increase in manufacturing also affected some areas in the Prairie region and this, together with the upturn in construction, transportation, and services, resulted in balanced labour markets in all but one of the Prairie local areas.

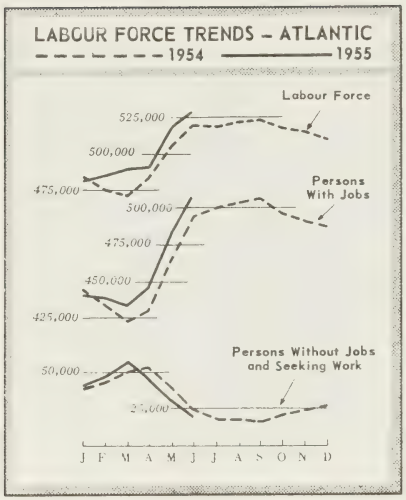
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	July 1 1955	July 1 1954	July 1 1955	July 1 1954	July 1 1955	July 1 1954	July 1 1955	July 1 1954
Metropolitan	–	1	3	8	8	2	–	–
Major Industrial	–	2	16	19	11	6	–	–
Major Agricultural	–	–	2	4	12	10	–	–
Minor	–	2	13	31	44	23	–	1
Total	–	5	34	62	75	41	–	1

*See inside back cover, April *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS
July 1, 1955

	LABOUR SURPLUS		LABOUR SHORTAGE	APPROXIMATE BALANCE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto Windsor → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000: 60 per cent or more in non-agricultural activity)		Brantford → CORNER BROOK Cornwall Farnham – Granby Halifax Joliette Lac St. Jean Moncton → NEW GLASGOW Peterborough Rouyn – Val d'Or Saint John Sarnia Shawinigan Falls Sydney Trois Rivières	→ FORT WILLIAM – PORT ARTHUR → GUELPH Kingston Kitchener London Niagara Peninsula Oshawa → SHERBROOKE Sudbury → TIMMINS – KIRKLAND LAKE Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000: 40 per cent or more in agriculture)		Prince Albert → RIVIERE DU LOUP	Barrie Brandon → CHARLOTTETOWN → CHATHAM Lethbridge Moose Jaw North Battleford → RED DEER Regina Saskatoon → THETFORD – MEGANTIC – ST. GEORGES Yorkton	
MINOR AREAS (labour force 10,000-25,000)		→ BATHURST Belleville – Trenton → CAMPBELLTON Chilliwack Drummondville → GASPE Grand Falls → MONTMAGNY Newcastle → PRINCE GEORGE → RIMOUSKI Sorel Valleyfield	→ BEAUHARNOIS → BRACEBRIDGE Brampton Bridgewater Central Vancouver Island → CRANBROOK → DAUPHIN → DRUMHELLER → DAWSON CREEK → EDMUNDSTON → FREDERICTON Galt Goderich → KAMLOOPS Kentville Lachute – Ste. Thérèse Lindsay Listowel → MEDICINE HAT North Bay Okanagan Valley → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE Prince Rupert → QUEBEC NORTH SHORE Sault Ste. Marie Simcoe → STE. AGATHE – ST. JEROME St. Hyacinthe St. Jean Stratford → ST. STEPHEN St. Thomas Swift Current → SUMMERSIDE Trail – Nelson → TRURO → VICTORIAVILLE Walkerton Weyburn → WOODSTOCK, N.B. Woodstock – Ingersoll → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



FURTHER employment expansion in outdoor activities reduced unemployment in all parts of the Atlantic region during June. Non-farm employment rose quickly during the month, largely because of stronger demands for loggers and construction workers. Farm labour requirements eased slightly, however, following the completion of seeding operations. The estimated number of persons with jobs reached a total of 508,000 at June 18, 1955, an increase of 25,000 from a month earlier and 14,000 from a year earlier. The year-to-year improvement in employment was centred in the logging and construction industries. Almost all categories of construction were more active than a year ago but Newfoundland and New Brunswick accounted for most of the increase. Stronger demands for lumber and pulpwood were principally responsible for the increase in logging employment, though an extansive land-clearing program at Gagetown, N.B., also absorbed a large number of workers.

Unemployment declined sufficiently in the region during June to warrant the reclassification of 12 of the 21 local areas; four from the substantial to the moderate labour surplus category and eight from the moderate to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance 10 (4); in moderate surplus 11 (15); in substantial surplus 0 (2).

Local Area Developments

St. John's (metropolitan). Remained in Group 2. The usual spring pick-up in employment was in progress in the construction, logging, shipping and transportation industries. There was more than the usual amount of activity in construction, though labour requirements in the industry were not expected to reach their peak until late summer, since a number of large construction projects were only getting under way towards the end of the month.

Corner Brook (major industrial). Reclassified from Group 1 to Group 2. Increasing activity in lumbering, logging and construction brought about further reductions in unemployment in this area. Manufacturing employment remained fairly stable but the newsprint mill provided temporary employment for a number of workers, principally students.

New Glasgow (major industrial). Reclassified from Group 1 to Group 2. Except for construction, which remained at a very low level, almost all industries in the area showed some pick-up in employment during June. There was a sharp reduction in the number of unemployed male workers

but very little change among female workers. Total employment continued at a lower level than a year earlier because of slackness in the railway rolling stock industry.

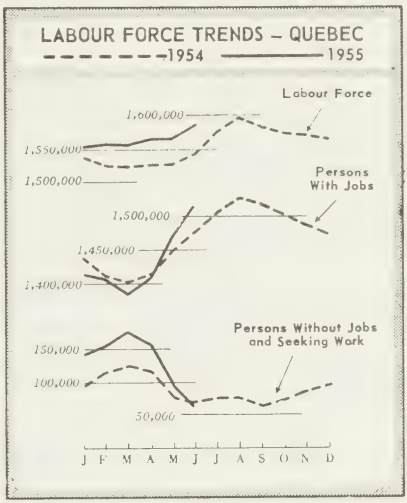
Charlottetown (major agricultural). Reclassified from Group 2 to Group 3.

Bathurst and **Campbellton** (minor). Reclassified from Group 1 to Group 2.

Edmundston, Fredericton, St. Stephen, Summerside, Truro, Woodstock and **Yarmouth** (minor). Reclassified from Group 2 to Group 3.

QUEBEC

EMPLOYMENT continued to increase in the Quebec region during June and by the end of the month labour surpluses were below year-ago levels in all but one local labour market. The reduction in the number of workers registering at NES offices was confined almost entirely to males and was particularly evident in service occupations, logging, lumbering, construction, and truck and water transportation.



During the month seeding was completed in most parts of Quebec and farmers were preparing to cut an excellent hay crop. The log drive was still in progress in a few areas and summer cutting of logs and pulpwood had begun in many parts of the region.

The number of persons with jobs at June 18 was estimated at 1,519,000 persons, an increase of 50,000 from May 21 and of 108,000 from April 23. Statistics for the beginning of April show employment to be above year-earlier levels in mining, textile products (except clothing) wood products, paper products, non-ferrous metal products, construction, transportation, communication, public utility operation, trade and finance, insurance and real estate. Employment in manufacturing was still about 4 per cent below April 1, 1954 levels. The greatest decreases were in iron and steel products, aircraft, railroad equipment, and shipbuilding.

Ten of the 24 local areas in this region were reclassified during June, six from the moderate surplus to the balanced labour market category and four from the substantial to the moderate surplus group. At July 1, the area classification was as follows (last year's figures in brackets); in balance 10 (0); in moderate surplus 14 (24).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. The boom in construction and its impact upon building materials is the main factor behind the improved employment picture in Montreal. Labour troubles in overseas

ports caused temporary difficulties on the waterfront. Clothing employment was stable and primary textiles were showing improvement, but shipyards and railroad equipment and aircraft plants were employing 20 per cent fewer workers than a year ago.

Quebec-Levis (metropolitan). Remained in Group 2. This is the only local labour market area in the region that had a larger labour surplus at July 1 this year than last. Construction is reported to be active and summer log cutting has begun, but overseas labour disputes affected port employment and munitions plants were operating at a reduced pace.

Sherbrooke (major industrial). Reclassified from Group 2 to Group 3. As in other areas, a high level of construction activity is the dynamic element responsible for the improvement in employment conditions in this area.

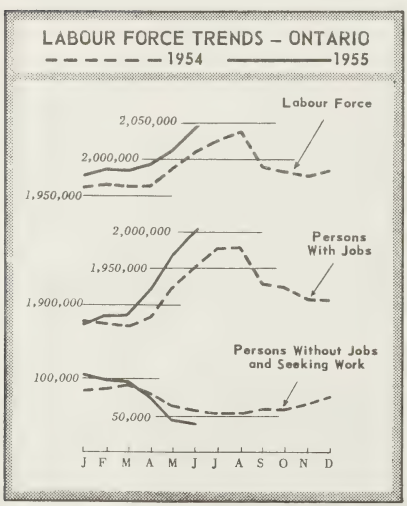
Rivière du Loup (major agricultural). Reclassified from Group 1 to Group 2.

Thetford-Megantic-St. Georges (major agricultural). Reclassified from Group 2 to Group 3. Increased activity in sawmills and in forestry operations, plus higher requirements for construction workers, increased employment opportunities in this area. A good tourist season is expected.

Beauharnois, Quebec North Shore, Ste. Agathe-St. Jérôme, Victoriaville (minor). Reclassified from Group 2 to Group 3.

Gaspé, Montmagny, Rimouski (minor). Reclassified from Group 1 to Group 2.

ONTARIO



THIS spring's sharp upturn in labour requirements continued throughout June, bringing most of the remaining labour surplus areas in Ontario into balance by the beginning of July. Increased demand for seasonal workers in construction, agriculture and food processing industries was partially responsible for the employment increase. However, there was also considerable strengthening in most of the iron and steel, electrical apparatus and light manufacturing industries, particularly in comparison with the downward trend at this time in 1954.

At June 18, the number of persons with jobs was estimated at 2,700,000, an increase of 38,000 over the previous month and 57,000 over the previous year. Unemployment declined steadily during the month and continued to be well below that in 1954.

The reduction in unemployment brought six additional areas into the balanced labour market category during June. At July 1, 1955, the classification of the 34 areas in the region (last year's figures in brackets) was as follows: in balance, 29 (17); in moderate surplus, 5 (15); and in substantial surplus, 0 (2).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Demand for labour held firm in the iron and steel, railway rolling stock and rubber goods industries. The shortage of engineers and draughtsmen continued.

Ottawa - Hull (metropolitan). Remained in Group 3. Construction continued very active. Demand for farm labour increased with the beginning of haying. Some types of skilled construction workers and farm workers were in short supply.

Toronto (metropolitan). Remained in Group 3. Continuing increases in employment in construction, food processing, construction material and other light manufacturing industries further reduced labour surpluses during June. Electrical technicians were in short supply and some types of skilled construction workers were becoming scarce. During the latter part of the month some layoffs occurred in farm implement and clothing manufacturing industries.

Windsor (metropolitan). Remained in Group 3. Manufacturing, construction and agricultural employment increased gradually during the month. The Chrysler plant closed for a few days near the end of June because of a labour dispute but was back in operation by the beginning of July.

Guelph (major industrial). Reclassified from Group 2 to Group 3. Construction in the area was the most active since 1950. Most manufacturing plants were also working at capacity but some slackening was expected in July, when many plants close for holidays.

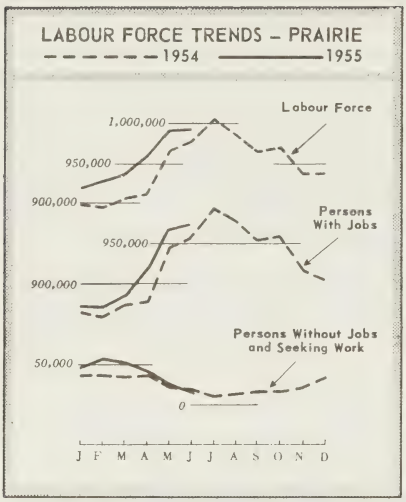
Timmins - Kirkland Lake (major industrial). Reclassified from Group 2 to Group 3. Demand for bush men for log cutting and peeling was heavy with few experienced woodsmen available. Movement of miners to newer camps resulted in some shortage of experienced miners, particularly in Timmins.

Chatham (major agricultural). Reclassified from Group 2 to Group 3. Employment increased rapidly in all sectors during June but the labour supply was adequate in the area.

Bracebridge, Owen Sound, and **Pembroke** (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

EMPLOYMENT continued to increase in the Prairie region during June although the gain was the smallest recorded since the seasonal pick-up began in March and was confined entirely to non-farm industries. Non-farm hirings were heaviest in the construction industry, though packing plants and the trade and service industries were making the usual staff additions. The total number of persons with jobs was estimated at



977,000 at June 18, an increase of 10,000 from May 21 and of 20,000 from June 19, 1954.

While total industrial employment continued at a higher level than a year ago there was considerable variation between industries. The year-to-year gains were most marked in construction, fuel mining and the service industries. These gains were partially offset by lower employment in trade and transportation equipment manufacturing.

Unemployment declined sufficiently during June to warrant the reclassification of eight of the 20 areas in the region from the moderate surplus to the balanced category. At July 1, the area classification was as follows (last year's figures in brackets): in shortage 0 (1); in balance 19 (16); in moderate surplus 1 (3).

Local Area Developments

Calgary (metropolitan). Remained in Group 3. The construction industry was particularly active during the month, resulting in a shortage of bricklayers, tile setters, finishing carpenters, painters and plasterers. Manufacturing employment increased as usual for the season and continued at a slightly higher level than a year earlier. The general strengthening in business activity was reflected in a heavy volume of wholesale and retail trade.

Edmonton (metropolitan). Remained in Group 3. Heavier demands for loggers and sawmill workers, particularly at interior points in British Columbia, together with increasing construction activity and generally stronger demand for workers in the trade and service industries resulted in a sharp reduction in unemployment in this area during June. The increase in construction employment was largely confined to the unskilled and semi-skilled occupations. Demands for skilled tradesmen increased less rapidly, since many of the large projects had not yet advanced to the stage of peak manpower requirements.

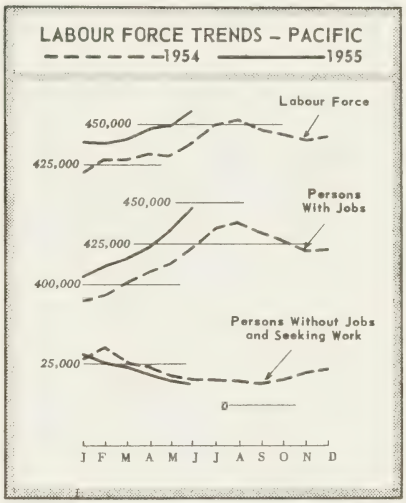
Winnipeg (metropolitan). Reclassified from Group 2 to Group 3. Employment increased steadily in this area, almost all industries showing some improvement. A record volume of construction absorbed a large number of workers and was the principal reason for the sharp reduction in unemployment. Manufacturing employment continued to increase and an upturn in activity in the storage and transportation industries occurred as a result of increased grain movement following the re-opening of navigation. Total employment in the area was at a slightly higher level than a year ago.

Fort William-Port Arthur (major industrial). Reclassified from Group 2 to Group 3. Skilled construction workers were becoming scarce as a result of a very active building season. Logging and grain elevator staffs changed very little during the month.

Red Deer (major agricultural). Reclassified from Group 2 to Group 3. **Dauphin, Dawson Creek, Drumheller, Medicine Hat, Portage la Prairie** (minor). Reclassified from Group 2 to Group 3.

PACIFIC

EMPLOYMENT in the Pacific region continued to increase during June, especially in agriculture, logging, sawmilling, construction and transportation. Manufacturing employment increased moderately in industries associated with seasonal activities. As a result, the estimated number of persons with jobs rose to 447,000 in the week ended June 18. This was 12,000 higher than in May and 25,000 higher than in June 1954.



Aided by favourable weather, most logging camps were operating at capacity. The continued firm demand for lumber and rising prices stimulated lumber production and multiple shift operation became quite general. In manufacturing, activity increased in sheet metal plants, foundries, chemical plants, sash and door and furniture factories, in the garment industry and in steel fabricating plants. The demand for construction workers was steady, notably for the Kitimat and Kemano projects. The anticipated value of construction work in British Columbia for 1955 is estimated by the Dominion Bureau of Statistics at $520.6 million, an increase of nearly 16 per cent over 1954.

Three labour market areas were reclassified during the month—two from the moderate labour surplus to the balanced category and one from the substantial to the moderate labour surplus category. The classification of the ten local labour market areas at July 1, 1955 (last year's figures in brackets) was as follows: in balance 7 (4); in moderate surplus 3 (5); in substantial surplus 0 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. There was a steady demand for workers in agriculture. All logging camps were operating at full production and, with markets firm, expected to continue doing so during the next few months. Domestic and export lumber markets were strong and mills were very busy. Activity increased in several manufacturing industries. More construction workers were required, both for local and out-of-town jobs.

Victoria (major industrial). Remained in Group 3. A high level of production continued in logging and sawmilling. The shipbuilding industry was busy. A considerable volume of construction work was under way. **Cranbrook** and **Kamloops** (minor). Reclassified from Group 2 to Group 3. **Prince George** (minor). Moved from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of July 11, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	June 18	5,615,000	+ 1.4	+ 2.4
Persons with jobs	June 18	5,458,000	+ 2.5	+ 3.0
At work 35 hours or more	June 18	4,996,000	+ 4.9	+ 3.1
At work less than 35 hours	June 18	333,000	−26.8	− 3.8
On short time	June 18	28,000	−24.3	−36.4
Usually work less than 35 hours	June 18	232,000	+ 2.2	+10.5
Other reasons	June 18	73,000	−61.8(1)	−20.7
With jobs but not at work	June 18	129,000	+21.7	+21.7
Laid off full week	June 18	9,000	−18.2	+28.6
Other reasons	June 18	120,000	+26.3	+21.2
Paid workers	June 18	4,192,000	+ 3.3	+ 5.0
In agriculture	June 18	130,000	+ 4.8	+ 1.6
Non-agricultural	June 18	4,062,000	+ 3.2	+ 5.2
Persons without jobs and seeking work	June 18	157,000	−26.3	−15.6
Registered for work, NES (b)				
Atlantic	June 16	36,638	−14.2	+ 3.6
Quebec	June 16	78,775	−31.6	−15.1
Ontario	June 16	77,471	−17.3	−23.0
Prairie	June 16	33,321	−31.7	− 8.8
Pacific	June 16	25,731	−19.6	−15.4
Total, all regions	June 16	251,936	−24.2	−14.8
Ordinary claims for Unemployment Insurance benefit	June 1	209,739	−34.2	−15.4
Amount of benefit payments (2)	May	$19,742,906	−41.6(d)	− 4.7
Industrial employment (1949=100)	April 1	105.8	+ 0.2	+ 0.2
Manufacturing employment (1949=100)	April 1	106.5	+ 0.8	− 1.3
Immigration	1st. Qtr.	17,627	—	−37.6
Industrial Relations				
Strikes and lockouts — days lost	June	47,355	—	− 0.4(c)
No. of workers involved	June	5,664	—	−16.6(c)
No. of strikes	June	29	—	−25.5(c)
Earnings and Income				
Average weekly wages and salaries	April 1	$60.66	− 0.3	+ 2.7
Average hourly earnings (mfg.)	April 1	$1.44	+ 0.6	+ 2.3
Average hours worked per week (mfg.)	April 1	41.1	− 0.3	+ 0.5
Average weekly earnings (mfg.)	April 1	$59.31	+ 0.3	+ 2.8
Consumer price index (av. 1949=100)	June 1	115.9	− 0.4	− 0.2
Real weekly earnings (mfg. av. 1949=100)	April 1	122.5	+ 0.2	+ 2.4
Total labour income $000,000	March	997	+ 0.1	+ 4.9
Industrial Production				
Total (average 1935-39=100)	April	258.4	+ 2.7	+ 6.6
Manufacturing	April	267.4	+ 3.2	+ 5.5
Durables	April	324.3	+ 2.1	+ 5.4
Non-Durables	April	231.1	+ 4.1	+ 5.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.
(b) See inside back cover, April *Labour Gazette*.
(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.
(d) Amount of benefit payments for previous month includes supplementary benefit.
(1) Religious holiday occurred during Survey Week of May 21, 1955.

Notes of Current Interest

A. H. Brown Elected ILO Governing Body Chairman

Arthur H. Brown, Deputy Minister of Labour, was elected Chairman of the 40-member Governing Body of the International Labour Organization at a meeting of the Governing Body in Geneva June 24.

Elected as Vice-chairmen of the Governing Body were: Pierre Waline, employers' representative from France, and Sir Alfred Roberts, workers' representative from the United Kingdom.

The Governing Body of the International Labour Organization is made up of 20 government representatives, ten employers' representatives and ten workers' representatives. Half the government seats are permanent and non-elective and Canada holds one of these as a country of chief industrial importance.

The Governing Body carries out the function of executive of the ILO and meets three or four times each year. It is chiefly responsible for drawing up the agenda for annual international labour conferences to which all member countries of the ILO may send delegates.

Govt. Offers to Share Provinces' Relief Costs

A proposal to share with the provinces half the cost of relief for those unemployed and in need has been offered by the federal Government.

The relief proposal, embodying 14 points, was tabled in the House of Commons by Prime Minister St. Laurent June 21. At the time a federal-provincial conference on unemployment was being held in Ottawa.

The federal Government offered to pay one-half the cost of assistance being paid to persons in excess of 0·45 per cent of a province's population. The federal Government would make no distinction between payments to persons employable and those who are not employable. The municipal or provincial authorities would be required to meet the total cost of assistance to up to 0·45 per cent of its population.

The acceptance of the federal Government's offer would be entirely up to each individual province. It would be left to the municipal and provincial authorities to determine the extent and conditions of any relief payments, including a means test.

Every month each province would report to Ottawa the number of people, including dependents, who were drawing relief and the total amount paid them. From these two figures the average payment per person would be calculated.

Taking the population on the preceding June 1 as a basis, it would then be determined whether the number of recipients exceeded 0·45 per cent of the provincial total. If so, the federal Government would remit to the province a sum equalling the number of assistance recipients exceeding the 0·45 per cent figure, multiplied by one-half the province-wide average assistance payment per person.

In compiling the total of those receiving assistance, provinces will have to exclude: women getting the mother's allowance; "as a general rule," persons in private or public institutions; and those receiving payments to which the federal Government contributes under other legislation, e.g., the aged, the blind and the totally disabled.

Similarly, the federal Government would make no contribution towards medical, dental and hospital care or burial expenses.

Transportation costs of unemployed persons would be shared by the federal Government only under special conditions laid down with the province concerned.

Urges U.S. Copy Canada's Family Allowances Plan

A resolution urging that the United States Senate establish a committee to study Canada's family allowances program and to report on the feasibility of such a plan was introduced in the Senate on June 14 by Senator Richard Neuberger of Oregon. Senator Neuberger, who has travelled widely in Canada, outlined this country's experience with family allowances and detailed their effect upon the infant mortality rate, child health and the manufacture and sale of merchandise for children.

Depression of '30s Never Will be Repeated—Coyne

A belief "that the great depression of the 'thirties will never be repeated" was expressed by James E. Coyne, Governor of the Bank of Canada, in a forecast of what lies ahead for Canada in the next 20 years. Governor Coyne likened that period of depression to a milestone along the road of social evolution that had been passed.

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"Under-employment of productive facilities on such a scale is inconceivable now that society has come to understand and is determined to use the instruments of fiscal and monetary policy to promote economic stability and expansion," he said.

Governor Coyne's picture of Canada in 1975 pointed to the following:—

An economy which will be more "Canadian" than it is today.

A decrease in percentage of gross national product represented by exports and imports.

Greater consumption within Canada of agricultural and other natural products.

Better balanced economy resulting from secondary industry development.

A repatriation of some share in foreign-owned Canadian enterprises.

A greater measure of autonomy and independence on the part of Canadian management.

The Governor's forecast predicted a rise of 50 per cent in population over the next 20 years, even if the annual rate of increase is less than that of the past ten years.

Population increase will apparently be concentrated largely in urban areas if the present decline in farm population continues. Changes in the age distribution of the population and, within each age group, of the proportion entering the labour force will apparently balance off, he said.

If future increases in productivity per man continue at 2 per cent, as it has been estimated over the past quarter century, then by projection 1975 would produce a gross national product of $55 billion (at 1955 prices) or more than double 1955, Mr. Coyne predicted.

Assuming that hours of work will continue to decline at no more than the rate in recent years, about ½ per cent per year, this projection would hold true. Mr. Coyne said there might be a change of thinking on this.

"Already one hears talk of the possibility of a 30-hour week; perhaps a more attractive target would be a 1,500-hour year, or something intermediate between that and the present 2,000-hour year in many industries, with leisure time taken more in the way of longer vacations than shorter hours of work during the work-week. In any case, the benefits of increased productivity could, if desired, be taken partly in the form of more leisure rather than more annual pay. Gross national product in material terms would to that extent fall short of potential indicated," he said.

Recessions will develop in large industrial countries from time to time and their effects will be communicated to Canada, the bank governor stated. These will effect our export industries, industries competing with imports in the domestic market, and industries which are subject to the same psychological influences associated with the recession abroad.

Relative impact of this on Canada may be greater than in the country of origin and in this case Canadian fiscal and monetary policy might have to go a bit farther than action taken in, say, the United States, he said. International differences in anti-recession policy, such as this, might accelerate structural changes in the Canadian economy.

Maintenance of relatively higher rate of over-all activitiy in Canada than in the outside world would mean that industries producing for domestic consumption would operate at a higher level than those producing for export.

Both monetary policy and fiscal policy, it is recognized, should be responsive to changes in economic conditions and adapt themselves to serve a broad economic purpose, rather than narrow technical purposes, Mr. Coyne said.

He expects that exports, though a continuing major influence, will decline in relative importance. On the other side of the trade picture is that Canada, with increasing economic maturity, will be able to produce efficiently more of the finished goods hitherto imported.

Over-all effect of such developments, Mr. Coyne forecast, would include a more stable economy more dependent on production for domestic use and less exposed to leverage effect on a small country's trade and unemployment of even moderate fluctuations in other much larger economic units.

U.K. Firm Had Jobless Benefit Plan in 1922

An article dealing with an unemployment insurance plan conducted at Rowntree and Company, England, appeared in the May issue of *Management Record,* published by the National Industrial Conference Board, Inc. The plan, adopted by the English cocoa and candy firm in 1922, was described in a comprehensive manner.

A foreword to the article cited the current interest in unemployment compensation as the reason for its presentation, and remarked on the similarity of the Rowntree to the UAW plan.

The article's author, Miss Patricia Hall, is a prominent British lecturer. She described the plan from first-hand knowledge, having at one time been an employee of the firm and a close associate of the late B. Seebohm Rowntree.

Name Royal Commission On Economic Prospects

The names of the five members of the Royal Commission on Canada's economic prospects were announced by Prime Minister St. Laurent in mid-June.

They are: Walter Lockhart Gordon, Toronto economist, accountant and management consultant; Prof. Omer Lussier of Laval University, Quebec; Albert Edward Grauer, President of the B.C. Power Corporation; President Andrew Stewart of the University of Alberta; and President Raymond Gushue of Memorial University, Newfoundland.

The Prime Minister said that Mr. Gordon would head the commission.

The commission will attempt to look at Canada 25 years hence and report on the economic prospects. Problems to which the country's development will give rise are to be included in the report.

The commission's attention has been directed to long-term items, as follows:—

1. Developments in the supply of basic raw materials and energy sources.

2. The growth to be expected in Canada's population and changes in its distribution.

3. The prospects for growth and change in domestic and external markets for Canadian products.

4. Trends in productivity and standards of living.

5. Prospective requirements for industrial and social capital.

Oddest, Oldest Union Almost 300 Years Old

The oddest and probably the oldest labour union in the world is nearing its 300th anniversary.

The Mountain Cleaners Guild, whose members do exactly what the name implies —clean mountains—was established in Salzbourg, Austria, in July 1669.

This odd occupation was set up as a result of a disastrous avalanche from Mount Moenchberg, which devastated Mozart's birthplace in 1669, causing 220 deaths.

On the morrow of this catastrophe, the town elders decided to found a guild whose task, each Spring, would be to clean the flanks of Mount Moenchberg as well as neighbouring Mount Kapuzinerberg, to prevent any recurrence of the tragedy.

The mountain cleaners, by tradition, belong to the same families who supplied the first volunteers to inspect the steep slopes of the two mountains and carefully detach any loose boulders.

U.S. Employment Reaches All-time High in May

Employment reached a new high of 62,703,000 in May in the United States, an increase of 1,018,000 over April, it was reported by the Census Bureau of the Department of Commerce. The May figure was 1,584,000 above the level of a year earlier and about 700,000 above the previous May peak set in 1953.

Unemployment dropped by 473,000 during May, a greater decline than usual for this time of the year. The unemployed total in May was 2,489,000. The rise in employment by an amount greater than the drop in unemployment meant that the labour force grew by the entry of recruits into the labour market—students, housewives and others who previously had not been counted either as employed or unemployed.

The Census Bureau reported that large seasonal expansions in agriculture and construction employment were bolstered by gains in manufacturing, which usually declines in May. It was the first May rise in factory jobs since 1950.

To Study Feasibility of Civil Service Arbitration

A committee to survey employer-employee relations in the federal Civil Service was set up last month by the Professional Institute of the Public Service of Canada.

The feasibility of establishing negotiation and arbitration procedures in the public service will be surveyed by the committee, as will the present status of the National Joint Council and possible steps that might be taken to facilitate its operation.

A report on negotiation and arbitration procedures in government services in the provinces and in Britain, the United States and several Commonwealth countries was presented to the Institute's annual meeting this Spring. Delegates to that meeting recommended the establishment of the new committee, the Special Committee on Staff Relations.

U.S. Studying Problems Facing Older Workers

A year-long investigation of the employment problems facing the older worker, with some emphasis being placed upon the employability of available middle-aged and older women, was begun by the United States Department of Labor on July 1. Following the 12-month study, continuing studies will be used to supplement the basic appraisal made of the problem.

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The investigation will concentrate upon the following factors: the worker qualities of older workers, the possible discouragement of employment for older workers posed by pension plans, the effect of collective bargaining provisions upon such employees, employment problems and practices, individualized placement services for older workers and the ways and means of bringing suitable jobs and unemployed but available mature women together.

Supreme Court Rules IR & DI Act Constitutional

Canada's Industrial Relations and Disputes Investigation Act, administered by the federal Department of Labour, was held to be constitutional by the Supreme Court of Canada on June 29. The nine-man Court was unanimous that the basic 53 sections of the Act are within the powers of Parliament under the British North America Act, though two members expressed reservations on specific points of the legislation.

The Supreme Court ruling arose out of a jurisdictional dispute on the Toronto waterfront in September of last year when the Ontario Labour Relations Board ordered a representation vote by 103 stevedores to choose either the Brotherhood of Railway and Steamship Clerks (AFL-TLC) or District 50 of the United Mineworkers of America (CCL) as their bargaining agent.

Though the Brotherhood had represented the workers for several years, it had not applied to the Canada Labour Relations Board for certification. The UMW claimed to have signed up 90 of the 103 workers last year and the Ontario Board ordered the vote taken.

Brotherhood Vice-president in Canada Frank H. Hall, joined by the federal Government, applied to the Ontario Supreme Court for an order denying the province jurisdiction over the workers. Eventually, this action was dropped and a reference to the Supreme Court of Canada was decided upon. In the hearing before the latter tribunal, the Ontario Government was joined by the Governments of Quebec and Alberta in claiming that the provinces have jurisdiction over all labour-management relations.

In its ruling on the constitutionality of the labour code, the Court also ruled that its provisions applied to the Toronto stevedores. Dissenting on this point was Mr. Justice I. C. Rand, who held that these workers should be under provincial jurisdiction.

Mr. Justice C. H. Locke held that shipping should be confined wholly or mainly within a single province under provincial jurisdiction in industrial relations. He also argued that the federal statute applied to the stevedores in question but not to office employees of a stevedoring company.

The Court offered to deal at a later date with the remaining 21 sections of the Act—which deal mainly with how the legislation is administered—if the contestants care to argue these points.

The IR & DI Act was enacted by Parliament in 1948 and regulates relations between labour and employers for approximately 500,000 workers in such industries as shipping, aviation, railways and communications of a type that cross provincial borders.

Apprenticeship Teachers Take Training Course

A federal-provincial experiment in apprenticeship that ended last month may turn out to be a major advance in the direction of uniformity of provincial apprenticeship training in Canada.

For the first time in Canada, a six weeks' course in training, uniform for teachers of apprenticeship trades from different parts of Canada, was begun at the College of Education in Toronto in mid-May. The purpose of the course, which was organized by the Training Branch of the Department of Labour in co-operation with provincial governments, was to help standardize apprenticeship teaching methods and assist in making the content of provincial apprenticeship courses more uniform.

For years it has been the hope of many apprenticeship officials that training standards might be made uniform throughout all Canadian provinces. They have recognized that it is an undesirable situation when a youth trained in one province has difficulty getting recognition as a qualified tradesman in another province.

Six provinces, Alberta, Manitoba, Saskatchewan, New Brunswick, Nova Scotia and Newfoundland, sent a total of 18 candidates to take the course. In addition, 15 candidates from the armed services took the course, five each from the Navy, Army and Air Force.

The federal Government is bearing the cost of honoraria to the professors of the College of Education who conducted the course. Other costs involving the 18 students from the six participating provinces, except living costs, were shared by the participating provinces and the federal Government.

All the 33 teachers taking the course, the 18 from the six participating provinces and the 15 from the armed services, are highly qualified in the trade they teach, and they will now gain training in teaching methods. Included in the course were: technical subjects (six weeks) including analysis of trades and courses of study; principles of teaching (six weeks) including teaching and testing methods; educational psychology (three weeks); and practical English (three weeks). Students also made visits to industrial plants in the Toronto area.

If the course accomplishes the purpose for which it was designed, it may be continued in future years, with the possibility that more provinces will become interested in participating.

Arbiter Grants Increase To U.K. Rail Engineers

Pay increases of one to three shillings a week were awarded June 20 to Britain's locomotive engineers as the result of a ruling by Lord Justice Sir John Morris, who sat as an independent arbiter of the workers' wage demands following a 17-day strike which tied up the country's railroads from May 29 to June 16. Both the railway management and the Associated Society of Locomotive Engineers and Firemen agreed to accept Sir John's findings "immediately and without question".

Under the arbiter's ruling, engineers in their first year of service will receive an extra shilling a week, those in their second year two shillings and third-year men and above three shillings. The agreement to end the strike and to submit the dispute to arbitration was negotiated by the Government's Transport Commission, which operates the United Kingdom's nationalized railways, and officials of the 70,000-member railway union.

At present an engineer's basic wages are between £8 15s ($24.50) and £9 15s ($27.30) a week, depending on years of service. The average wage of train crews are reported to be about 25 per cent higher than these figures because of extra payments for excess mileage and overtime.

Essentially the locomotive engineers and firemen went on strike to obtain wage increases which would give them more of a differential over other train workers such as conductors, ticket takers and porters. The bulk of Britain's railway employees belong to the National Union of Railwaymen, which stood aloof from the recent dispute but which insisted on being consulted before any wage settlement was reached.

All workers on the government-owned railroads were granted wage increases last November (L.G., Jan., p. 42; Feb., p. 143) but the engineers and firemen claimed they were entitled to more of a differential over lesser-skilled employees.

Prime Minister Eden blamed the strike on "differing points of view between the unions involved" and said that if the engineers and firemen received increases, the National Union of Railwaymen would make demands for wage increases and confront the Transport Commission with "an endless succession of pay rises in the industry."

Offer National, Voluntary Health Insurance Plan

A non-state-controlled national health insurance plan which would eventually cover all the citizens of Canada was proposed at the Canadian Medical Conference held in mid-June at Toronto.

The proposal was contained in the annual report of the Trans-Canada Medical Plan. The report criticized demands for state medicine in Canada as a costly idea.

The conclusion of the eleven voluntary prepaid medical and surgical plans grouped under the TCMP was that such a national health insurance could be possible if the governments acted to provide enabling legislation and to accept responsibility for indigents.

This, they pointed out, provided certain benefits: A restraint by subscribers in demands on the system and a preservation of the patient-doctor relationship in which patient can choose his doctor and the doctor can accept any patient.

Any outright government-paid plan, they claimed, throws excessive burdens on health facilities and destroys the doctor-patient relationship.

Dr. H. H. Lees, TCMP President, in answer to criticism of the proposals, said that rapid expansion is planned by TCMP to meet the needs of Canadians not covered under the plans, such as rural and retired groups and individual business men.

The major criticism until recently, Dr. Lees said, was that prepaid plans (except insurance provided by private companies) were offered only to groups, usually on a payroll deduction basis. He said this condition was rapidly ending.

Other criticisms, Dr. Lees noted, were that present services do not include preventive medical services and they do not assure improvement in quality and extent of service.

Dr. Lees in answer asked: "Just how much is the public prepared to accept and pay for?"

As the public acceptance of preventive medicine developed, this would be provided. Every year, he said, costly services had been made available to subscribers. As more are developed they would be added.

Dr. Lees said the hospital increase in Canada could largely be traced to the ability of patients to accept hospital treatment, mainly because they had paid for it in advance.

Plans such as theirs, he claimed, which offered benefits like the maintenance of membership when citizens move from one province to another, with the rapid expansion of the individual coverage schemes, can provide complete national health insurance, with maintenance of a sense of responsibility by its beneficiaries.

U.S. Manager, TUC Voice Views on Automation

Automation will probably play a major role in the substantial increase in productivity that is necessary in the next five years to ensure a rising standard of living in the United States, according to Robert T. Collins of General Motors. He was addressing the American Management Association's general management conference at New York.

The output of each worker will have to increase between now and 1960 to maintain an increased living standard related to estimated population growth, he said.

"It is probable that this productivity increase will not be achieved to any large degree by longer hours, working faster or improving personal efficiency. Rather, it is new technological developments (automation) that offer the greatest hopes for achieving this goal."

The obtaining and training of specialists necessary for the maintenance and smooth operation of automated plants and offices should be begun by management now, said Mr. Collins. In many instances, he added, this will involve company training programs in line with specific internal needs and resulting from the move towards automation.

Dr. Jay W. Forrester, Director of the Digital Computer Laboratory, Massachusetts Institute of Technology, told the conference:—

"We have now reached the point where a task consisting of a million desk calculator operations, which might cost $30,000 if done by hand, can be carried out by electronic machine for $30 or less..."

(The New York *Journal of Commerce* later reported that "a host of small office equipment manufacturers are gearing their product lines to meet the growing clamour of customers for units that will help bring automation to clerical routines. And producers of stapling machines, calculators, photocopy equipment and a thousand and one allied items feel that the drive to mechanize paper work is not temporary, but will gain momentum as clerical costs mount.")

About the same time, Isador Lubin, New York State Industrial Commissioner, said that to cope successfully with automation, a third to one-half of the United States labour force will have to be skilled workers. He was speaking at the 11th annual Eastern Seaboard Apprenticeship Conference, called to consider the problems of training workers for new industries and new production methods.

Employment opportunities and higher production, Commissioner Lubin said, were allied.

Meanwhile in Great Britain, the Scientific Advisory Committee of the Trades Union Congress has said that the new problems raised for union negotiators by automation must be kept within the field of collective bargaining.

An introductory survey conducted by the Committee does no more than point to problems that might arise from the widespread introduction of automation. But it does stress that while so far few, if any, workers have been laid off because of automation, a number have had to change their jobs and some firms are restricting the rate at which they recruit new labour. The survey also expects that automation will in time affect, in some form or other, practically the whole range of industry in Britain and will be introduced more and more on repetitive jobs.

One problem that negotiators are already facing is that of fitting automatic processes piece-meal into a wage structure based very largely on non-automatic processes in industry, the Committee reported. It may be that the result does not always reflect automation's "ability to pay" or provide improved conditions of work.

Another danger from the increasing use of automation cited by the Committee was that it could lead to assumptions that working conditions, earning opportunities and pace of working can or should be fixed by machines or technicians, in other words the nature of automation is such that it provides no opportunity for joint negotiation and the expression of trade

union points of view on questions connected with industrial efficiency and development.

The TUC makes clear that at all costs it will remain insistent that all processes which affect the traditional interests of working people must be the subject of negotiation. There is no automatic transfer system to ensure that the worker benefits from change in industry. It is the job of the union, says the TUC, to see that where possible he does.

The question of re-training workers to do other jobs will come to matter more and more, the TUC believes. If, as may be expected, automation develops in repetitive jobs, machine minders, semi-skilled workers and clerks will have to learn to do other jobs. The ability of the economy as a whole to absorb displaced workers is of paramount importance, otherwise the object of automation may be misunderstood and its benefits dissipated.

In all their discussions the TUC has been careful to make clear, also, that it remains national trade union policy to continue to support the drive for higher efficiency in Britain's industry. Nothing has happened as a result of automation, says the TUC, to make it change that view.

Global Organizing Drive Planned by ICFTU

A global organizing drive and joint action by world labour against totalitarianism will be undertaken as the result of a 16 to 3 vote on May 25 by the executive board of the International Confederation of Free Trade Unions during the Confederation's fourth biennial congress, held in Vienna May 21 to 29. The congress, attended by delegates representing more than 54,000,000 trade unionists in 75 countries, will now appoint a director of organization who will have the specific task of fostering unions in areas where they do not exist and strengthening unions where they are weak.

The campaign will also include "planning for concerted, continuous activities to combat and eliminate the totalitarian menace and to promote the influence of free trade unionism as an organized world movement".

Under the proposed campaign, which was strongly supported by Canadian and United States unionists, the new director will have his own assistants to conduct the projects under his direction. Prominently mentioned as candidates for the post are Omer Becu of Belgium, President of the ICFTU, and Pat Conroy, Canadian labour attaché in Washington.

The congress empowered the executive board to provide the necessary finances for the campaign by virtually doubling the per capita payments from affiliated unions. United States and British delegates pledged themselves to pay the higher levy, but other unions with tighter budgets asked time to consult their organizations before making specific commitments.

A bid to the Confederation by the World Federation of Trade Unions to join in promoting a charter of basic labour rights was rejected by ICFTU General Secretary J. H. Oldenbroek. Noting that 90 per cent of the membership of the World Federation of Trade Unions was in countries in the Soviet orbit, he demanded that the WFTU start by putting into practice the principles of the proposed charter in those areas. He warned ICFTU affiliates to steer clear of invitations to visit Soviet areas.

George Meany, President of the American Federation of Labour, told congress delegates that no accord between the Western powers and the Soviet Union would soften labour's hostility to the Soviet regime. Mr. Meany said that the Communist and democratic systems could not co-exist no matter what arrangements the heads of state might feel it desirable to make in the interest of preventing war.

Among other actions by the congress were:—

Condemnation of the Soviet Union for blocking international control of atomic weapons.

A call for the strengthening of the defences of the free world.

Greater financial support of the United Nations technical assistance program for underdeveloped countries.

Condemnation of colonialism and racial discrimination.

UMW Asks Support for Maritime Coal Industry

Continued federal and provincial support of the Maritime coal industry, a national coal policy, the placement of men laid idle by the closing of mines and a new pension program were among the major topics discussed by 70 delegates representing 10,000 coal miners at the 25th biennial convention of District 26, United Mine Workers of America (CCL), held in Truro, N.S., June 13 to 25. None of the 222 resolutions considered by the delegates during the two-week convention carried any reference to wage increases, a reflection, union officials said, of the severe crisis affecting Nova Scotia's largest industry.

The convention was presided over by District President Tommy McLachlan, elected to the District presidency a year ago in place of former President Freeman Jenkins.

Policy Statement

In its policy report, which will govern District 26's operations over the next two years, the union went on record as seeking negotiations for a new wage contract in October of this year, though no directive was given on the question of a one-year or a two-year contract.

Concerning the present crisis in the Maritime coal industry, the policy report said:

> It is the opinion of your policy committee that the most profitable units should be permitted to hold up the less profitable mines during this short-run crisis. If market conditions necessitate a cut-back in production your policy committee is of the unanimous opinion that any idle time should be spread over all collieries and we instruct our district executive board to press for the adoption of this policy as regards the closing of the so-called uneconomic units.

Among the other points in the policy statement approved by the convention were the following:—

That a pension plan be established for the miners with the participation of labour, management and government.

That eight hours "bank to bank" be established as the working day for labour in District 26.

That at least eight statutory holidays be established in the District for coal miners.

That bonus payments be made to workers on both night shifts and "back" shifts.

That coal operators be pressed to establish an annual three-week vacation period.

That each coal operator establish underground first aid stations in order to minimize the consequences of mine accidents.

Hon. Robert H. Winters

The federal Department of Trade and Commerce will utilize every effort to explore and establish a potential in the British market, Hon. Robert H. Winters, Minister of Public Works, told the delegates. Mr. Winters referred to the recent federal expenditure of a quarter of a million dollars in subventions to assist the movement and sale of 100,000 tons of Dominion Steel and Coal Company coal to the United Kingdom.

In reply to a question from the convention floor, Mr. Winters expressed confidence in Nova Scotia's future and said: "You must remember this was one of the first provinces. We have great resources of sea and forest that have to be developed and the progress in the base metals that will become a secondary industry".

The Public Works Minister expressed confidence that a vocational training school will eventually be established for Cape Breton and added that he was greatly interested in this project, as was Labour Minister Milton F. Gregg, "who was most anxious to have something done for Cape Breton".

Clarence Gillis, M.P.

Calling for increased subventions to the Maritime coal industry, Mr. Clarence Gillis, Member of Parliament for Cape Breton South, told the delegates that if production costs in some mine pits are too high, then the provincial and federal Governments should jointly bear the cost differential between such pits and other collieries. Mr. Gillis was referring specifically to the projected closing of No. 1B mine, which employs more than 700 mine workers.

The Member of Parliament called for a national fuel policy and said that Alberta and Saskatchewan had urged such a policy and that a united effort should be made to have the federal Government implement it. Mr. Gillis urged the mine workers to obtain a more active voice in the regulation of the coal mines. "You cannot regulate production unless you have some say in production," he said.

Workmen's compensation received prominent attention from the delegates, 18 resolutions being discussed on this topic. The resolution called for the Workmen's Compensation Board to assume the entire responsibility of providing the cost of medical care for an injured or ailing coal miner from the time of his disablement until he resumes his occupation in the pit.

Other resolutions approved called for the federal and the provincial Governments in co-operation with the Dominion Steel and Coal Company to open a new coal seam in the Acadia area to help relieve unemployment, asked for appointment of a federal Royal Commission to inquire into the economic future of "this part of Canada", urged support for Credit Union and Extension Department projects including the Labour Co-operative Educational Council and the Nelson Co-operative Vacation Land, called for improved mining conditions and income tax exemptions on the travelling expenses of miners and urged the establishment of an improved disability pension payment scheme.

SIU Meets in Montreal For Biennial Convention

The Seafarers' International Union of North America held its 7th biennial convention in Montreal May 24-27. It was the first time the Union's convention had been held outside the United States and the first time it had met in Canada.

Hon. Milton F. Gregg, Minister of Labour, opened the convention with an address of welcome to the 70 delegates. He outlined briefly the growth of trade unions in Canada and explained the Government's views on labour legislation.

The setting up of a committee by the SIU to deal with all aspects of the coming merger of the American Federation of Labour and the Congress of Industrial Organizations was decided on at the convention's closing session.

The committee will have no final authority in any negotiations or discussions but will call an emergency convention before final action is taken.

Legislation to ban foreign-flag competition on the Great Lakes and for reclassification of the status of British flag ships was called for in a resolution adopted by the convention. The ban would apply also to intracoastal trade in Canada and to the United States-Canadian lake ports trade.

It was recommended in the resolution that the SIU give every assistance to its Canadian district towards changing the status of British vessels so they will be classed in that category instead of as Canadian vessels.

A recommendation that the Union assist the Canadian district in seeking legislation that would provide that all ships employed on the Canadian intracoastal trade "be built by Canadians, served by Canadians and sailed by Canadians" was also included in the resolution.

In the election of officers, Harry Lundeberg was re-elected President and John Hawk, Secretary-Treasurer. Paul Hall, Secretary-Treasurer of the SIU's Atlantic and Gulf district, was named first Vice-president.

Other Vice-presidents elected were:—

Hal. C. Banks, Canadian Director; Andre Gomez, Vice-president of the Cannery Workers Union of the Pacific, Los Angeles; Les Balinger, Secretary-Treasurer of the Cannery Workers and Fishermen's Union of San Diego; Les Caveny, business agent of the Fish Cannery Workers Union of the Pacific at Monterey, Cal.; Ed Turner, administrator of the Marine Cooks and Stewards Union, San Francisco; John Fox, President of the Inland Boatmen's Union of the Pacific, Seattle; Morris Weisberger, East Coast Representative of the Sailors Union of the Pacific, New York; Vince Malone, President of the Marine Firemen's Union, San Francisco; and Wilbur Dickey, New York.

The next biennial meeting of the SIU is scheduled to be held in San Francisco in 1957.

94,625 Now Receiving Old Age Assistance

The number of persons receiving old age assistance in Canada increased from 94,022 at December 31, 1954, to 94,625 at March 31, 1955.

The federal Government's contributions under the federal-provincial scheme totalled $5,254,652.71 for the quarter ended March 31, 1955, compared with $5,228,092.87 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $62,563,354.55.

Federal expenditure for the fiscal year 1954-55 amounted to $20,869,126.09, an increase of $580,973.49 over the expenditure of $20,288,152.60 in 1953-54.

At March 31, 1955, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.63 to $37.76, except for one province where the average was $27.54. In Newfoundland, which pays a maximum of $30 a month, the average was $29.38.

8,122 Blind Persons Receiving Allowance

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,121 at December 31, 1954, to 8,122 at March 31, 1955.

The federal Government's contributions under the federal-provincial scheme totalled $719,068.72 for the quarter ended March 31, 1955, compared with $716,861.15 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $8,506,952.46.

Federal expenditure for the fiscal year 1954-55 amounted to $2,886,184.15, a decrease of $27,917.92 from the expenditure of $2,914,102.07 in 1953-54.

At March 31, 1955, the average monthly allowance in the provinces ranged from $37.65 to $39.70. In all provinces the maximum allowance paid was $40 a month.

The number of new housing units completed in April increased nearly 27 per cent to put January-April completions more than 21 per cent above last year's record level. The number of starts was up 4·5 per cent in April and more than 7 per cent in the first four months. Units under construction at the end of April were up by more than 11 per cent.

April completions increased to 8,594 from 6,774, starts to 9,085 from 8,692 and units under construction at month's end to 58,862 from 52,978. January-April totals (1954 figures in parentheses) were: completions, 32,907 (27,101) and starts, 21,933 (20,414).

Quebec Employer Group Studies Unemployment

The Professional Association of Industrialists, an organization to which some 500 employers in the province of Quebec belong, has offered its complete co-operation to the public authorities, to labour leaders and to other leading employers with a view to doing away with unemployment. The offer was made in a declaration carried unanimously by the organization at the close of a study day in Montreal May 31 devoted entirely to an analysis of unemployment.

This employers' study day, the theme of which was "Unemployment for which the employer is held responsible," was presided over by Hervé Baribeau, PAI President.

During the day, Jean Paul Deslierres and Ernest Désormeaux defined the theoretical terms of unemployment with regard to the Unemployment Insurance Act, André Raynauld examined the economic causes of unemployment, Marc Robert analysed the social causes of the problem and Marcel Piché suggested remedies.

Georges Henri Dagneau, Secretary of the study and social action service of the PAI, read a communication on seasonal unemployment which had been sent to the conference in Paris of the International Union of Christian Employer Associations.

This communication points out that the PAI believes small and medium-sized concerns are "the two main pivots on which the struggle against seasonal unemployment rests".

The statement issued at the close of the study day stressed the fact that the PAI "is convinced that the co-operation and understanding of labour leaders and concern for the personal skill of the workers are both elements which are essential to the solution of the unemployment problem".

A brief summary of the five talks follows.

Jean Paul Deslierres

Jean Paul Deslierres, MIR, Personnel Director at the St. Jean de Dieu Hospital in Montreal, defined the theoretical terms of unemployment in a general address on the problem.

He outlined three kinds of unemployment:—

1. The unemployment we want, and with good reason, since, he explained, the word unemployment derives etymologically from a Greek word meaning "work stoppage at the hottest time of the day," and expresses a physical necessity.

2. The unemployment we complain about, reasonably and never too often, as it is real unemployment, the kind imposed on the workers through various causes.

3. The unemployment "we should tenaciously complain about but don't", as it is the kind for which the individual person and the family are partially responsible through lack of perseverance, sobriety and knowledge.

Ernest Désormeaux

Ernest Désormeaux, Secretary of the Unemployment Insurance Commission, described unemployment insurance as a true "labour exchange," just as profitable to employers as to employees.

He attributed to the establishment of unemployment insurance the relative economic stability Canada has enjoyed even when the number of unemployed was increasing.

Mr. Désormeaux pointed out that "except in a few cases, the municipalities and the provinces have not had to make any disbursements to assist the unemployed. The structure of the national economy and the morale of the people have kept up. In so far as markets were available, industry has continued its productive capacity, wages are the same and the standard of living has not changed."

Pointing out that 79 per cent of the workers in Canada are today covered by unemployment insurance, Mr. Désormeaux expressed the hope that some day they may all be covered.

Mr. Désormeaux also stressed the services rendered by the National Employment Service, the ramifications of which affect young workers, labourers, tradesmen and the handicapped.

André Raynauld

André Raynauld, professor of political economy at the University of Montreal, explained that, from an economic point of view, present-day unemployment is partially due to the fact that the development of economic activity is too slow in relation to the rapid increase of manpower deriving from immigration and our increased population.

He pointed out, however, that this must not lead to the conclusion that greater production will inevitably do away with unemployment.

He said "present circumstances require that further stimulants be given to the economy, stimulants exceeding the amount theoretically sufficient to fill the gaps and control a haemorrhage".

Mr. Raynauld pointed out that it behooves the various governments, federal, provincial and municipal, to stimulate the economy.

He added that "this responsibility is all the more heavy as governments have very efficient means of intervention, only they don't use them".

Marc Robert

"The most urgent reason why the business leader must concern himself with the problem of unemployment is that, unless this social uneasiness is done away with, the labour masses, possibly blinded by the false promises of certain demagogues and through the popular vote, will not allow our system of private enterprise to go on much longer."

Such was the conclusion of an address on the social causes of unemployment given by Marc Robert, MIR, director of labour and public relations in the household appliances division of Canadian General Electric.

Mr. Robert stated that lack of worker mobility was one of the causes of unemployment and said that "social and family ties retain the worker in a locality of severe unemployment when he might, perhaps, find employment in other regions or industrial centres".

The speaker also suggested that the margin of earnings between skilled and unskilled occupations should be greater as an inducement to further specialization.

Mr. Robert also considered as a handicap the cost of seniority clauses in collective agreements.

He suggested that business do everything possible to prevent unemployment "through a better evaluation of sales and planning of production".

He denied that automation was a serious cause of unemployment.

The speaker stated that if business does not make use of automation it will jeopardize the employment security of its workers. "Only then", he said, "will it be responsible for unemployment in not applying the principles of automation to its manufacturing processes."

Marcel Piché

Marcel Piché, QC, suggested that the great remedy for unemployment is to put a stop to "unemployment of the conscience, the heart, the mind and the imagination" and added that we can't leave to our neighbour the solving of all problems.

Mr. Piché outlined the part of the Government, the employer, the employee and the public in preventing unemployment, starting with the general principle that confidence in our economic system is essential to the maintenance of economic activity which will put an end to unemployment.

On the international level, the speaker called upon all governments to co-ordinate their efforts and liberalize international trade.

He declared that "without realizing it, American protectionism is allied to European socialism".

Mr. Piché suggested that it behooves the Government in time of recession to "infuse new life into the economy by lightening individual as well as corporation and business income tax and other taxes, by programs of public works, and by placing credit at the disposal of business concerns". He pointed out that provincial governments also have a role to perform: to launch public works and develop natural resources.

In considering the role of employers, Mr. Piché stressed the need for improving their concerns and products and reducing their costs.

With respect to employees, the speaker pointed out that organized labour must "see to it that it is not an obstacle to the development of the concern".

Finally, as to the responsibility of the public, Mr. Piché said that "the consumer must maintain his purchases and spend more and more as his income increases".

In conlusion, Mr. Piché mentioned certain means to stimulate economy, such as "a consortium or mutual investment syndicate consisting of the majority of our industries and businesses so as to concen-

trate a considerable financial power which would provide investments with a view to developing our natural resources.

"Our credit unions and our banks could and even should belong to these consortiums, thus placing at their disposal a credit that would be really tremendous. By that very fact we would create additional economic activity and could provide an extraordinary number of jobs."

Proceedings of Parliament of Labour Interest

May 18

Railway Act

Bill 259, to increase the annual appropriation to the grade crossing fund from $1,000,000 to $5,000,000, considered in committee, read a third time and passed.

May 19

Vocational Training

In reply to a question by Mr. J. G. Diefenbaker (Prince Albert), the Hon. Mr. Gregg tabled the following information concerning vocational training grants:

1. The vocational schools assistance agreements entered into by the government of Canada with the provinces under the authority of the Vocational Training Coordination Act provided federal government financial assistance to the provinces for the development and carrying on of vocational training at a secondary school level. These agreements, which were entered into in 1945, ran for a ten-year period to March 31, 1955, and provided federal financial assistance to the provinces of approximately $30,700,000 over the ten-year period. Of this amount, $10,304,950 was allotted specifically for building and equipment projects for the extension of training facilities, and the balance by way of annual grants of $2,070,000 was provided to assist the provinces in meeting operational costs of vocational schools, as well as for buildings and equipment.

The amount allotted over this period to each province pursuant to these agreements and payments made to the close of the fiscal year 1954-55 thereunder are as follows:

Province	Allotment	Payments to March 31/55
Newfoundland	$ 689,450	$ 594,020
Prince Edward Is.	338,400	329,092
Nova Scotia	1,567,100	1,208,738
New Brunswick	1,351,300	1,340,200
Quebec	9,319,500	9,319,500
Ontario	8,947,000	8,723,185
Manitoba	1,952,600	1,169,911
Saskatchewan	2,488,000	2,176,669
Alberta	2,149,600	2,094,669
British Columbia	1,884,100	1,847,329
N.W.T.	21,100	4,866
Total	$30,708,150	$28,808,179

The federal commitments to the provinces with respect to the amount of $10,304,950 specifically allotted for building and equipment projects has been met and provision was made by the governor in council under date of March 12, 1955, for the extension of the term of each of the aforesaid agreements to March 31, 1956. Provision has been made in the estimates of the Department of Labour for the fiscal year 1955-56 for payments to the provinces pursuant to the provisions of these agreements to the amount of $2,070,000 in the fiscal year.

Labour Department Estimates

Mr. Clarence Gillis (Cape Breton South) speaking in the debate on the Department of Labour's estimates, warned that automation was the "greatest contributing factor to unemployment" in Canada and the United States. He criticized the reduction in vocational training expenses by $109,000 and the capital grants for the purpose of assisting in providing vocational schools by $651,450.

"Within the next few years we are going to find that automation will be putting more and more men on the street and we will be faced with the problem of retraining men for some other gainful occupation," he said. "Instead of doing that we are cutting down the very organization that is needed to train our men and women so they may make a contribution to the country. Instead of training people who might become displaced, we are going into reverse and practically cutting out these grants."

In the debate, Mr. Diefenbaker referred to the unemployment figures released by the Dominion Bureau of Statistics and the National Employment Service and said that there "must be some body that would bring together in proper relationship the manpower situation in our country".

May 23

Government Employees

Bill 188 to amend the Government Employees Compensation Act was read the third time and passed.

May 27

Railway Layoffs

In reply to a question by Mr. Harold E. Winch (Vancouver East) the Hon. George Marler, Minister of Transport, reported that the reductions in personnel employed by the

Canadian National Railway for the repair and servicing of rolling stock "is explained by the dieselization of motive power, the cumulative effect of improvement in design and construction, increased capacity of freight cars, improvement in repair methods and practices, and the acquisition of much new equipment".

Mr. Marler added that layoffs at Port Mann, B.C., have been effected by "the efforts of management to maintain a proper balance between rolling stock and repair expenses and the volume of traffic".

June 2

Guaranteed Annual Wage

In reply to a question by Mr. T. S. Barnett (Comox-Alberni), the Minister of Labour reported that the Unemployment Insurance Advisory Committee had approved in August 1952, a regulation, padded by Order in Council on August 14 of that year, which enumerated "certain types of moneys" paid by an employer which would render an employee ineligible for unemployment insurance. Mr. Gregg said that this Order in Council had been published in the *Canada Gazette* of August 27, 1952, and since then has been contained in every edition of the consolidated regulations of the Unemployment Insurance Commission.

Concerning the effect this could have on a worker guaranteed an annual wage, Mr. Gregg said: "The reference to the guaranteed annual wage envisaged a situation in which the employer paid full wages to an employee during a period in which he was not actually working. It would obviously be absurd to pay unemployment insurance over and above full pay during a period of idleness.

"It should be made clear," he continued, "that all proposed changes in unemployment insurance regulations are discussed fully with representatives of both organized labour and management, and that it is the policy of the Government to make no recommendations that will prejudice labour-management negotiations on questions such as the guaranteed annual wage, or on any other matter."

June 10

Municipal Firemen

By a vote of 49 to 8, the House in committee defeated a motion submitted by Mrs. Ellen Fairclough (Hamilton West) to have municipal firemen excluded from unemployment insurance coverage and from the necessity of making contributions to the unemployment insurance fund.

In supporting rejection of the amendment, Mr. Gregg said that it is difficult to persuade groups in some categories to come under the Act and that he felt the Government could not accede to the firemen's request.

Unemployment Insurance

Mr. Gregg announced to the House that the Government was prepared to reduce the period during which an unemployed worker can draw unemployment insurance from 51 to 36 weeks instead of to 31 weeks as originally proposed. The Labour Minister said that the Government agreed to the 36-week period because of representations by labour organizations and House members.

Mrs. Fairclough argued that the 51-week period should be retained. She said there would be no danger to the insurance fund as the Government itself had said that only 3·5 per cent of the claims had been for more than 30 weeks.

June 14

Unemployment Insurance

A motion to reconsider the provision setting 36 weeks as the maximum period in which jobless workers may draw unemployment insurance was defeated in the House by a vote of 108 to 61. Mrs. Ellen Fairclough, who submitted the motion, said that with the maximum period increased from 30 to 36 weeks by the Government, the number of claimants who will be cut off from the additional period are 1·75 per cent of all claimants. "This 1·75 per cent of claimants who will be cut off after the 36-week period will be the very ones who will be in the most dire need of benefit," she said.

"The absence of protection for the income of our working people when that income is lost because of illness" was deplored by Mr. Stanley Knowles (Winnipeg North). Mr. Knowles contended that the maximum period of benefit should be maintained at 51 weeks and that when workers are unemployed as a result of illness, they should be covered by unemployment insurance legislation.

Following the vote on Mrs. Fairclough's motion, the Bill was read the third time and passed.

Blind Persons

Bill 350 amending the Blind Persons Act, lowering the eligible age to 18 years and increasing the maximum allowable annual income to $480 for single persons and to $960 for blind married couples, was read the second and third times and passed.

70th Annual Convention of the Trades and Labour Congress

Terms for merger with CCL unanimously approved; union early next year predicted. Government action on unemployment, establishment "this year" of national health insurance demanded. All officers re-elected

Not one "nay" vote was cast when the 70th annual convention of the Trades and Labour Congress of Canada voted on the agreement for the merger of the TLC and the Canadian Congress of Labour. In approving the report of the TLC-CCL Unity Committee, the 707 delegates took a step that in all probability means that the TLC's 70th convention was its last.

If the merger agreement is approved by the CCL convention in October, the amalgamation, which will result in a central labour organization with a membership of more than a million, will likely be effected at a joint convention early next Spring. (The text of the agreement is printed in full on pages 762 to 764.)

The history-making convention was held in Windsor, Ont., from May 30 to June 4.

As soon as the unanimous vote on the merger agreement was recorded, an invitation was sent to CCL President A. R. Mosher to come to the convention and address the delegates. He arrived the next day.

The unanimous approval of the merger agreement was the high spot of the convention; all other decisions taken there could not escape from its shadow. Most important of the other events at the meeting were the framing of demands for government action on unemployment and for establishment "this year" of a national health insurance plan and the re-affirmation of the TLC's traditional policy of non-partisanship in politics.

The number of resolutions submitted on working conditions of government employees was much greater than ever before and, with a total of 24, ranked second in number to those on unemployment insurance, which totalled 28.

The elections resulted in the return of all last year's officers, although one Vice-president came within two votes of defeat.

The opening ceremonies were conducted by Sam Sasso, President of the Essex and Kent Counties Trades and Labour Council. The invocation was by the Rev. M. C. Davies, MLA, Speaker of the Ontario Legislature. The delegates were welcomed to the city by Windsor Controller Mrs. Cameron H. Montrose and to the province by Lt.-Col. The Hon. William Griesinger, Ontario's Minister of Public Works.

Claude Jodoin

Unemployment was perhaps the greatest "immediate problem" facing the convention and the proposed merger of the TLC and CCL was perhaps the "most important internal matter" to come before the convention, TLC President Claude Jodoin said in his opening address.

His speech was basically a review of Congress activities during the nine months since he was elected to the presidency as successor to President Emeritus Percy Bengough, and a high-lighting of the major topics before the convention. In it he singled out for comment, in addition to unemployment and labour unity, last year's TLC memorandum to the Cabinet, TLC representations concerning the April session of the Federal-Provincial Conference, the Ontario general election, West German sovereignty, the revised Criminal Code, and TLC co-operation with trade unions elsewhere in the world.

The past winter's unemployment, Mr. Jodoin said, was "a wastage of manpower —an unnecessary wastage over a protracted period".

Labour unity, he declared, was "not only desirable but necessary". In answer to those who had suggested that the combined membership would be strong and influential enough to virtually control Canada, the TLC President said: "I can assure them that we will wield that strength and influence when it becomes a fact; but not to control. Our purpose, as it has always been, is to obtain the greatest measure of social and economic security for ourselves and all Canadians as is humanly possible."

He expressed the hope that the two Congresses would be united early in the new year.

Of the TLC memorandum to the Cabinet last November (L.G., Dec., p. 1692), Mr. Jodoin said it included all the decisions of the Regina convention that should have been placed before the Government.

He told the delegates that the TLC and the CCL had made joint representations to the federal Government and, through provincial federations of labour, to the provincial Governments to have the cost of relief for unemployed employable persons equitably divided between the federal and provincial authorities. He said that because of these recommendations, unemployment and the question of jointly sharing the costs of aid to the unemployed were discussed at the April 22 preliminary session of the Federal-Provincial Conference and that possible formulas for implementing such aid were advanced by the Federal Government. "There now appears to be a new mood of co-operation between the various levels of government in Canada and a determination to deal with unemployment on a non-political basis," he added.

Referring to a "new phrase" that turned up at the conference—"normal unemployment"—he said he hoped that it was an "official slip of the tongue". He warned that if this were not the case, "we will do all in our power to eradicate this notion from official thinking" and emphasized that "the only condition in Canada which this Congress will recognize as normal is full employment".

Commenting upon the elimination of unemployment, Mr. Jodoin said:

> I have a lot of confidence in the future of Canada, its industrial potentialities and its natural resources; and I am certain that, if their development were well-directed and well-planned, unemployment would disappear. In this connection I would recommend the creation of a tripartite commission with representation from government, management and organized labour to deal with these matters.

He said the date of the Ontario election was not the best from the convention's standpoint because of the danger that the subject might "introduce itself" into the proceedings. He reminded the delegates that the TLC has consistently refused to deal with provincial matters at its conventions.

The Director of Political Research had been placed at the disposal of the officers of the Ontario Federation of Labour, he announced, and the TLC was co-operating with them in a province-wide "get out the vote" campaign.

"This Congress has been non-partisan in politics for more than 30 years," he said. "I hope that our Congress as such will never become involved in party politics.

"We can never hope to serve the real needs of organized labour if this Congress should ever become a subsidiary of somebody's political organization. Organized labour through its national congress should always be master in its own house."

In discussing international affairs, Mr. Jodoin noted the ratification of the treaties raising the Republic of Germany to the status of a sovereign state. Quoting from a *Trades and Labour Congress Journal* editorial, he said:

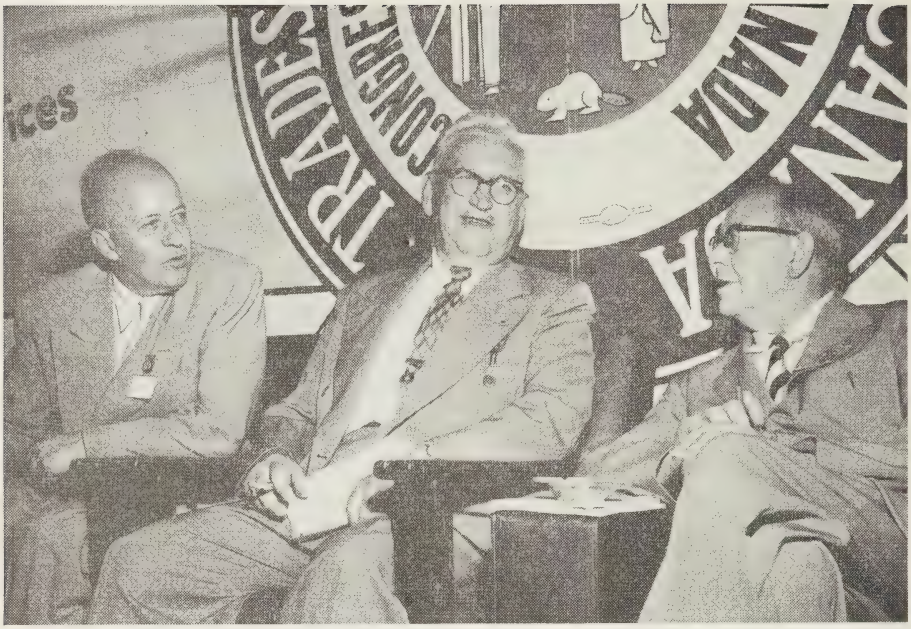
> The current agreements covering the future status of West Germany appear to be the best that can be devised under present conditions and also appear to provide for a further strengthening of the defensive position of the democratic nations against any possible recurrence of aggressive action by the totalitarian dictatorships behind the iron curtain. Whatever other risks may be involved, and bearing in mind that these risks must be measured in relation to the major risk we are constantly facing, the Trades and Labour Congress of Canada fully supports the principles in these agreements. . . .

Discussing the recent revision of the Criminal Code, the labour leader said that because of Congress representations, the new Code not only contains all of the "old protections" of the "traditional rights" of organized labour but they in many ways have been "strengthened and spelled out more specifically".

Again quoting from the TLC *Journal*, he said: "In other words, Parliament has confirmed its intention that strikes should not be considered as violations of the criminal law and has inserted within the new Code the necessary provisions to carry out this intention".

He continued: "The right to strike, however, has been denied to a very large and important group of affiliated organizations through governmental action of a different type." The Government's decision in last year's railway dispute was "not in line with our Canadian democratic way of life, and should never be imposed again," he said.

Mr. Jodoin then turned to the subject of government employees. "I would point out to the Government of Canada and to politicians generally," he said, "that they should practise what they preach. In the federal and every provincial jurisdiction there are laws providing for our members to bargain collectively and to sign contracts with their employers. But in only the province of Saskatchewan does this law embrace the employees of the Government. This Congress has been asking the federal authorities to grant this right to its own employees through their chosen organizations. We will continue to press for this right on behalf of all of the members of our affiliated organizations who are



Symbolic of the approaching healing of a long-standing split in Canadian organized labour is this photograph of Frank Hall, A. R. Mosher and Percy R. Bengough. It was a dispute between the union of which Mr. Hall is Canadian head, the Brotherhood of Railway Clerks, and that of which Mr. Mosher was then President, the Canadian Brotherhood of Railway Employees, that led to the expulsion from the TLC of the CBRE, a step eventually followed by the formation of the CCL. Mr. Bengough served 11 years as TLC President and is now President Emeritus.

employed by the Government of Canada, because we cannot see why these public servants should be required to continue to serve their beloved Canada as citizens—second class."

Referring to the recent withdrawal of Venezuela from the International Labour Organization and the turning down by the TLC of an invitation to send a delegation to the May Day celebration in Moscow, Mr. Jodoin said that it was the responsibility of free trade unions in North America and the Commonwealth to work through the International Confederation of Free Trade Unions to the end that free trade unions will be recognized in all countries of the world. He said that "perhaps no anomaly in human affairs is greater than that in those countries whose governments and political philosophies claim to foster the maximum of democracy and human rights we find no freedom of expression or association as we know it in our free trade unions. We will continue to decline such invitations for these same reasons until the basic trade union rights are assured to the workers of those countries".

TLC-CCL Merger

It took only a little more than an hour, a much shorter time than anticipated, for the convention to discuss and approve the report of the TLC-CCL Unity Committee recommending amalgamation of the two labour federations. Only three of the thirteen delegates who spoke on the report raised objections, and then only to details of the merger terms.

When President Claude Jodoin called for the "nay" vote, the packed Windsor armouries fell completely silent. Then the delegates, springing to their feet, cheered and sang.

After the vote, a delegate from the Carpenters registered dissent against two subsections of the merger agreement. (The agreement is printed in full on pages 762 to 764.)

The TLC thus progressed further along the road to organic unity than any other major North American labour organization. The CCL does not vote on the merger terms until October* and, in the

*It has been reported that the CCL executive council unanimously approved the merger terms at a meeting in Ottawa in mid-June.

United States, both the American Federation of Labour and the Congress of Industrial Organizations have scheduled for the first week of December conventions for discussion of their amalgamation.

The first delegate to speak after TLC Secretary-Treasurer Gordon Cushing moved adoption of the Committee's report was Frank Hall, Vice-president in Canada of the Brotherhood of Railway and Steamship Clerks, the union whose conflict with the Canadian Brotherhood of Railway Employees over craft versus industrial unionism led to the split in Canada's organized labour movement.

"I cannot conceive that there is any delegate who could be opposed in principle" to the merger, he said. He was prepared to leave the question of working out the details to the unity committee.

"No union in Canada has suffered as much from the division of labour as the Brotherhood of Railway Clerks," he continued. Telling of the expulsion of the CBRE, he said that since then his union had spent "thousands of dollars" fighting that union; it was now time to call a halt. "The time has come for solidarity in the ranks of labour in this country," he said.

Warning the convention not to give the impression that it was opposed to the principle of merger, he appealed for unanimous support of the committee's recommendations.

Douglas Hamilton, Toronto District Trades and Labour Council, said: "This is not the time for petty grievances, not the time to discuss personalities or old feuds; it is a time for leadership. I think this is a good bargain; to work out the details will take leadership." He, too, appealed for unanimous support of the recommendations.

The TLC Director of Organization, Max Swerdlow, declared that "certain sections of management have taken the position that a unified labour body is going to infringe on their rights. As a matter of fact," he continued, "it is none of management's business.

"The merger of the CCL and TLC," he went on, "is not designed to infringe on the functions of management; it is designed to give us vitality and strength and make our movement more effective."

One of the few speakers who voiced some misgivings about the merger proposal was John W. Bruce, chief Canadian organizer for the plumbers' union, who was this year attending his 42nd convention. While TLC conventions had from time to time gone on record as favouring organic unity, he said, "many of us cannot ignore the terrible position that we in the building trades are in as a result of raiding by groups with which we plan to merge.

"The United Mine Workers," he said, "have injunctions against us in the courts and are raiding our territories. Nor can we ignore the situation in Kitimat, where the Steelworkers sent a stooge president into one of our locals and now are trying to challenge our certificate.

"I cannot accept this agreement as a statement of finality that will meet with the approval of everyone but we are prepared to accept it because we want a unified union movement in Canada," he said. He also said the CCCL should not be ignored.

Mr. Bruce suggested that "we send the committee back to clear up some of these questions before we attempt full organic unity".

Another doubter was Orville Braaten of Vancouver Local 433 of the Brotherhood of Pulp, Sulphite and Paper Mill Workers. "Some of the proposals radically change our structure," he said. He also criticized the proposal to hold conventions only every second year. "I hope the delegates will take action to correct some of the inequities of this document and after that we can unite," he concluded.

Charles Stewart of the Vancouver division, Street Railway Employees, joined in calling for an annual convention and suggested greater representation at conventions; he favoured one delegate per 500 members.

L. H. Rosen of the Toronto District Trades and Labour Council answered the critics by saying that the problems that had to be straightened out would be straightened out.

Roger Provost, President of the Quebec Federation of Labour, ended the discussion with the remark that "the first of June will be the first day of a new era for organized labour in Canada".

After the unanimous vote was recorded, Edouard Larose, international representative of the Brotherhood of Carpenters and Joiners, registered his union's dissent of subsections 1(e) and 1(f) of the merger agreement, dealing with present bargaining certifications and organizational jurisdictions.

An indication that the merger agreement would be approved, despite rumours of strong opposition heard on the convention's opening day, was given on the second day when a resolution endorsing "the course presently being followed by the leaders of this Congress towards a successful merger of the Trades and Labour Congress and the Canadian Congress of Labour" was carried without debate.

The TLC-CCL Merger Agreement

1. Agreement for the Merger of The Trades and Labor Congress of Canada and the Canadian Congress of Labour

(a) The Trades and Labor Congress of Canada and the Canadian Congress of Labour shall merge into one completely autonomous labor centre. This new Congress shall embrace as equals all affiliated and chartered unions and organizations which are presently in either The Trades and Labor Congress of Canada or the Canadian Congress of Labour and which wish to join and will accept the policies and principles that will govern its affairs and activities. All other legitimate labor organizations within Canada, whether local, provincial, national or international shall be eligible for membership.

(b) This new Congress shall be dedicated to the principles of promoting and advancing the best interests of its membership in the economic, social and legislative fields.

(c) The objective in the creation of this new labor centre is the eventual unification of all sections of *bona fide* organized labor in Canada.

(d) The principles of both the industrial and craft concepts of organization are recognized as equally necessary, and the new Congress will endeavour to organize all Canadian workers into the appropriate type of union.

(e) The integrity of each affiliated union in the merged organization will be maintained and preserved. To guarantee this principle, the Constitution of the new merged organization will make proper provision for the necessary safeguards to respect and protect the established bargaining relationship of each affiliate and prevent each affiliate from being raided by any other affiliate. Appropriate machinery shall be established by the new Congress to implement effectively this constitutional provision.

(f) Subject to the foregoing, each affiliate shall have the same organizational jurisdiction within the new merged Congress as it occupied in either The Trades and Labor Congress of Canada or the Canadian Congress of Labour prior to the merger.

(g) In recognition of the obvious fact that Clauses (e) and (f) above will create duplication and confliction of organizations and jurisdictions, affiliates of the merged organization will be encouraged in such instances to settle these difficulties and problems by voluntary agreement in consultation with the officers or officials of the merged organization, by mutual agreement between themselves, by merger of their respective organizations where feasible and desirable, or by such other means as will resolve the issues amicably and intelligently.

(h) The fundamental right of all workers, regardless of race, color, creed, or national origin, to share fully in the benefits of trade union organization shall be established within the Constitution of the new merged Congress.

(i) In recognition of its significance and importance to the nation and Labor Movement, the principle of unremitting enmity to discrimination on the basis of race, color, creed or national origin wherever it may be found shall also be contained within the Constitution of the new merged Congress. Effective machinery will be established to combat discrimination and promote a constructive program in the field of human rights.

(j) While recognizing the fact that the Canadian Labor Movement has always been singularly free from corruption and dishonesty, the new merged Congress shall commit itself to unswerving opposition to corrupt influences either from within or without, and will take every legitimate means to protect the Canadian Labor Movement from being preyed upon by such influences.

(k) The new merged Congress shall also affirm its adherence to the principles of democracy and its abhorrence of totalitarianism in any form, including Communism and Fascism. No organization which in the view of the new Congress subscribes to, or supports, totalitarian principles and policies, including those of Communism or Fascism, shall be eligible for affiliation.

(l) Initially, the Regional and Departmental structures and all employees, including those engaged in administration, will be retained. Eventually the two structures shall be integrated into a unified structure.

(m) Provincial Federations and Labor Councils will amalgamate as soon as practicable but in any event within two years following the merger of The Trades and Labor Congress of Canada and the Canadian Congress of Labour.

(n) This statement of principles shall be submitted to the Executive Councils of the two Congresses, and if approved, the TLC-CCL Unity Committee will commence at once to draft the balance of an agreement which could complete the basis of merger. The Committee in subsequent meetings reached agreement on the following details for merger.

2. Name, Government and Structure of the Merged Congress

(a) The name of the merged Congress shall be:

"The Canadian Labour Congress"
"Congrès Du Travail Canadien"

(b) The supreme governing body of the merged Congress shall be its biennial Convention.

(c) Representation at the Conventions of the merged Congress shall be on the following basis:

From local unions, branches and lodges in Canada of International and National Unions, Provincial Organizations, Organizing Committees and Directly Chartered Local Unions, one delegate for 1,000 or less members and one additional delegate for each additional 1,000 members or major fraction thereof.

International and National Unions, Provincial Organizations and Organizing

Committees affiliating their entire Canadian membership direct from Headquarters shall be entitled to two additional delegates to be nominated from their Canadian membership.

Provincial Federations of Labor and Trades and Labor Councils shall be entitled to a maximum of two delegates.

A registration fee of $5 shall be charged for all delegates and $3 for all guests.

(d) The Convention Call for the Convention of the merged Congress shall be issued at least four months in advance of the Convention.

Resolutions shall be received not later than sixty days prior to Convention.

Delegates' Credentials shall be received not later than thirty days prior to Convention.

(e) The Governing Body of the merged Congress between Conventions shall be the Executive Council.

(f) The Executive Council shall consist of three Executive Officers and thirteen Vice-presidents.

(g) The Executive Officers of the merged Congress shall be a President, an Executive Vice-president and a Secretary-treasurer who shall constitute the Executive Committee. These officers shall be elected at the regular Conventions of the merged Congress.

Initially the President and Executive Vice-president shall be elected from the unions presently affiliated with The Trades and Labor Congress of Canada. Initially, the Secretary-treasurer shall be elected from the unions presently affiliated with the Canadian Congress of Labour.

(h) An Officer elected to office by a Convention of the merged Congress shall not be required to be credentialled to Conventions in order to be eligible for re-election to office.

(i) The thirteen Vice-presidents shall be elected by the regular Conventions of the merged Congress on a geographical basis as follows:

British Columbia	2
Prairie Provinces	2
Ontario	4
Quebec	3
Atlantic Provinces	2
	13

(j) Initially the thirteen Vice-presidents shall be elected from unions presently affiliated with The Trades and Labor Congress of Canada and the Canadian Congress of Labour on the following basis:

	TLC	CCL
British Columbia	1	1
Prairie Provinces	1	1
Ontario	2	2
Quebec	2	1
Atlantic Provinces	1	1
	7	6

(k) There shall also be two Honorary Presidents, one of whom shall be from The Trades and Labor Congress of Canada, and the other from the Canadian Congress of Labour.

(l) The Executive Council shall meet at least three times a year. It shall discharge its responsibilities in conformity with the Constitution and in such manner as shall be best designed to safeguard, promote and advance the welfare and best interests of the merged Congress, its affiliates and membership.

(m) There shall also be a General Board composed of the Executive Council and a designated representative of each International and National Union, Provincial Organization and Organizing Committee. This general board shall function in an advisory and consultative capacity. It shall meet in the alternate years to the Constitutional Conventions of the merged Congress.

(n) Responsibility for the proper discharge of the affairs and activities of the merged Congress shall be vested in the Executive Committee.

(o) The President shall function as the Chief Executive Officer of the Congress. He shall exercise supervision of its affairs; sign all official documents, and preside at regular and special Conventions and at meetings of the Executive Council, Executive Committee and Executive Board.

(p) The Executive Vice-president shall aid the President in his duties as Chief Executive Officer of the Congress and act on his behalf when requested to do so. In the event of the office of President becoming vacant, the Executive Vice-president shall become acting President.

Within six days of the vacancy of the Office of President, the Acting President shall call a special meeting of the Executive Council to elect a successor. At this meeting a President shall be elected by a majority vote to complete the unexpired term until the next regular Convention.

(q) The Secretary-treasurer shall be the Chief Financial Officer of the Congress and shall be responsible for general administration. He shall provide the Executive Council with a financial statement at each of its regular meetings and shall provide for an audit of all books, accounts, records and financial transactions of the Congress by an independent firm of chartered accountants at least once each year. Such audits shall be furnished to the Executive Council and Convention.

3. Finances

(a) The merged Congress shall succeed to all the assets of The Trades and Labor Congress of Canada and the Canadian Congress of Labour and shall assume all liabilities of The Trades and Labor Congress of Canada and the Canadian Congress of Labour. The term "assets" shall include real estate held in trust by the respective Congresses. The transfer of assets and liabilities shall be carried out as soon as practicable following the first Convention.

(b) The per capita tax payable to the merged Congress by National and International Unions, Provincial Organizations and Organizing Committees, shall be seven cents per member per month.

The per capita tax payable to the merged Congress by the federal unions and directly chartered unions shall be seventy-five cents per member per month.

Provincial Federations shall pay to the merged Congress an affiliation fee of $25 per year.

Trades and Labor Councils shall pay to the merged Congress a per capita tax of two cents per delegate per month.

(c) Executive Council members shall be paid transportation and hotel expenses, and a per diem allowance, for attending Executive Council meetings, as well as compensation for time lost where applicable.

(d) Expenses for members of the General Board attending meetings of the General Board shall be borne by their respective Unions.

(e) The pension, welfare and insurance plans of The Trades and Labor Congress of Canada and the Canadian Congress of Labour now in effect for the respective executive officers and staffs shall be integrated so as to protect the best interests of all concerned.

4. No-Raiding Agreement and Ineligibility

(a) The TLC-CCL No-Raiding Agreement shall be preserved, and with the consent of the signatories, shall be extended for a period of two years from its present expiration date. It shall be amended to make it effective as between all unions signatory to it, irrespective of their former affiliation.

(b) Any union, section or group of a union, suspended or expelled from affiliation with either The Trades and Labor Congress of Canada or the Canadian Congress of Labour shall not be eligible for affiliation with the merged Congress, unless the Executive Council is satisfied that the causes that led to the original suspension or expulsion no longer exist, and that the applicant for affiliation will abide by the Constitution and conform to the principles and policies of the merged Congress.

(c) Any union which has granted membership or affiliation to any other union, section or group included in a suspension or expulsion by The Trades and Labor Congress of Canada or the Canadian Congress of Labour shall not be eligible for affiliation with the merged Congress, unless the membership or affiliation of the expelled or suspended union, section or group, is previously approved by the Executive Council of the merged Congress.

5. General

Existing Provincial Federations of Labor and Trades and Labor Councils will be merged as provided for in Section 1, Clause (m) of this agreement. The Constitution shall provide for the establishment and functioning of these merged Provincial Federations of Labor and Trades and Labor Councils.

6. Merger Procedure

(a) In conformity with the provisions of Section 1, Clause (n), this agreement shall be submitted for approval to the Executive Councils of The Trades and Labor Congress of Canada and the Canadian Congress of Labour.

(b) Following approval by the Executive Councils of The Trades and Labor Congress of Canada and the Canadian Congress of Labour, this agreement and such other agreements as may be necessary to accomplish the merger shall be submitted to separate Conventions of The Trades and Labor Congress of Canada and the Canadian Congress of Labour.

(c) Upon approval by Conventions of the two Congresses, a proposed Constitution will be drafted by the Unity Committee. This draft Constitution shall reflect the provisions of the merger agreement and contain such other necessary and appropriate provisions as may be agreed to. Consistent with the merger agreement, it shall preserve the essential features of The Trades and Labor Congress of Canada and the Canadian Congress of Labour Constitutions and the basic rights and obligations of the affiliates of both Congresses.

(d) Upon approval by the separate Conventions of the two Congresses, the Unity Committee is empowered to call a joint Convention under provisions of Section 2 of this Memorandum. This joint Convention shall constitute the first regular biennial Convention of the merged Congress, at which the proposed Constitution will be considered and adopted.

A. R. Mosher

As soon as the TLC had approved the agreement for merger with the CCL, the executive sent an invitation to CCL President A. R. Mosher to address the delegates. He arrived the next day to be greeted by a chorus of cheers.

Mr. Mosher, during a speech in which he welcomed the progress being made towards unity and called attention to the problems to be faced and the responsibilities to be accepted by the merged congress, hinted strongly that he was now ready to retire from office.

A man who had been Mr. Mosher's opponent for more than 30 years was selected to introduce him to the delegates. Frank Hall, Canadian Vice-president of the Brotherhood of Railway and Steamship Clerks, said this was particularly appropriate because "the original difference and the split that occurred in the house of labour many years ago—almost 40 years ago, in 1922, at the Winnipeg convention of the TLC—came about because of a question of jurisdiction between the Brotherhood of Railway Clerks, of which I was then an officer, and the Canadian Brotherhood of Railway Employees, of which Brother Mosher was an officer."

He recounted how the CBRE was "told to leave" the TLC at that convention. During the intervening years, he said, both Mr. Mosher's union and his own had "felt strongly the effects of the division". Now, however, "reason has come to us and circumstances has dictated to us the necessity of healing this breach".

Mr. Mosher also began by reminiscing about the CBRE expulsion from the TLC. "It is not an entirely new experience for me to address a convention of the Trades and Labour Congress," he said, "but it is a new experience to address one under the conditions that exist today compared with the last time, in 1922, when I was pleading for a reconsideration of the decision to expel the organization I then headed from this body.

"After many years of separation, some years of bitterness, some years of divided effort, we have at last seen the light of reason and are now making wonderful progress towards the uniting of these two great labour bodies.

"We have a tremendous task before us. If there are any in the ranks of your Congress or in the ranks of mine who believe that by this marriage we are going to immediately solve all our problems and differences, they are living in a fool's paradise.

"We are getting together that we might be able more effectively to deal with these problems but we will have differences of opinion on many questions. But they are all differences that we can resolve with patience, with perseverance, with good-will towards each other and with honesty of purpose."

He hoped that at the CCL convention in October they would have the same unanimous vote that the TLC had.

Mr. Mosher congratulated the delegates on the way they had handled the merger recommendation and expressed his appreciation and admiration for the TLC representatives on the joint unity committee.

In the progress being made towards organic unity, he continued, he was realizing two ambitions: one, that someday there would be one central labour body in Canada, and two, that the time would come "when I might well pass over the badge of office and take my remaining days just a little easier".

The merged congress will have added responsibilities, Mr. Mosher warned. "Our responsibilities are not limited to the working people in this country," he said, "although we have a tremendous responsibility towards them." The responsibilities are also to the nation and to the less fortunate people all over the world. "Unless we are prepared to share the blessings we enjoy in Canada, these blessings will be taken from us," he declared.

There will be a great deal of work for the merged congress, Mr. Mosher pointed out. One of the great tasks will be to organize the "vast body" of unorganized workers.

Turning to the question of jurisdictional disputes, the CCL President said they would crop up no matter how good the organization was but "it is our duty and responsibility to see that these jurisdictional disputes are settled in a fair and amicable way".

He concluded with the promise that the CCL would do everything possible to make the new congress a power to the advantage of everyone in it.

Employment

TLC affiliates were urged to seek "substantial" wage increases during 1955 and 1956 in a resolution substituted by the resolutions committee for ten others submitted by TLC unions. The same resolution called on the federal Government to join with provincial governments in a six-point plan of action that the Congress believes will prevent a repetition of last winter's unemployment.

The resolution was amended during the debate to include a suggestion that a tripartite committee be set up to plan the development of Canada's natural resources.

Wage increases negotiated in 1954, the resolution pointed out, were "a considerable balancing factor in placing increased purchasing power in the pockets of the workers".

Federal and provincial governments were asked to establish the 40-hour work week, enact minimum wage Acts, reduce taxes on low and moderate incomes, launch a "comprehensive" public works program, encourage house building, and control immigration according to the economy's absorptive capacity.

During the debate on the resolution, Canadian unionists were urged by Joseph Connolly, Plumbers' organizer, not to take a second job after working a 40-hour week.*

Donovan Swailes, President of the Manitoba Federation of Labour, pointed out that "full employment depends on spending". Both capital spending and consumer spending are needed, he said, but consumer spending is the more important. He wanted

*Later the convention passed a resolution urging the Government, industry, and all unions to take all possible steps to prevent workers from holding another full or part-time job.

the resolution amended to include a suggestion to TLC affiliates that they "set their sights" on a 35-hour week and to specify that minimum wages be established at a higher figure than that now existing.

R. H. Brown of the Printing Pressmen declared the resolution should specify that the TLC's aim was a "maximum" 40-hour week. He pointed out that some provincial legislation calls for a 44-hour week "and they are not very well enforced". He also asked that the resolution contain a suggestion for the establishment of a tripartite committee to plan the development of Canada's natural resources. A. F. MacArthur, resolutions committee chairman, replied that this suggestion would be added to the resolution.

Earlier, the report on unemployment by the committee on officers' reports sparked a spirited discussion. The committee expressed agreement with a statement quoted by the TLC executive council in its annual report. The statement originally appeared in a report drafted at the Fifth Session of the ILO Metal Trades Committee. It reads: "...sustained full employment can be built only on a solid foundation of adequate consumer purchasing power, of steadily rising living standards, of greater economic security, especially for the lower-income groups..."

In its report, the committee on officers' reports also urged the TLC to continue pressing the Government "to issue statements on the unemployment situation that are uniform and based on facts instead of the present situation where various branches of government issue statements on unemployment that are glaringly contradictory and that confuse the public".

Hon. Paul Martin

Hon. Paul Martin, Minister of National Health and Welfare, told the convention he was confident that the problems involved in the final stages of health insurance can and will be overcome. He had previously told the delegates of the progress made in the past seven years in Canada's national health program and outlined the major advances in the country's welfare program since 1900.

"We are ready to assist in a sensible and practical nation-wide (health insurance) scheme; but that depends on satisfactory agreements with the provincial governments," he said. Only two provinces have yet asked to join with the Government in a health plan, he informed the convention.*

*In answer to a telegram, Mr. Martin the next day said the two provinces were Saskatchewan and British Columbia.

"With more than one-half of the nation's population now enjoying some degree of prepaid protection against hospital and medical costs, we have come a long way towards realizing our objective of bringing adequate health care within the reach of all our people. But we still have some distance to go before proper provision can be made for those Canadians who are now shut off by financial barriers from access to the health care they require," the Minister said.

Mr. Martin began with a contrast between conditions at the turn of the century and conditions today. He then quoted statistics showing how "provision has been made out of production for our young, handicapped, sick and aged". The Government is today spending 80 times as much in public welfare expenditures as it did 40 years ago. "In the proportion of our national income that is redistributed for humanitarian purposes," he said, "there is no other nation in the world, except one, that is spending so much."

He chastised critics of the "welfare state" who regard government expenditure on social security as a regrettable drain on the total resources of the nation instead of "what it really is: a productive investment in the very economy on whose prosperity and stability all our wealth depends."

In his review of the development of Canada's health and welfare program in the first half of this century, Mr. Martin pointed out that by 1950 we already had old age pensions, unemployment insurance, family allowances, veterans' benefits, assistance to farmers and fishermen and the National Health Program. New advances since then have been the old age security pension without a means test, rehabilitation of the civilian handicapped, new health grants, disability allowances and, in the current year, proposed improvements in unemployment insurance and veterans' allowances and the proposal to make allowances for the blind available on a more generous basis.

The Minister of National Health and Welfare expanded on the achievements under the National Health Program, which, he said, provides an outstanding illustration of federal-provincial co-operation in action. Every province now has a clearer picture of the services it must develop, 800 new hospital construction projects in the last six years will provide 69,000 additional beds, and training has been arranged for several thousand provincial health workers.

"In every part of the country," he continued, "the federal grants are enabling the provinces to do more about tuberculosis control, to do more about cancer, to do more about arthritis and rheumatism, and to bring new hope to victims of mental illness. Canadian mothers and children in many areas now have access to community health services that were not previously available." It is because of the National Health Program, he added, that the federal and provincial governments were able to undertake jointly the nation-wide polio immunization program "that has already reached out to more than 750,000 Canadian children in the most vulnerable age groups".

Before the end of the current fiscal year (March 31, 1956), Mr. Martin hoped that 3,000,000 children would be inoculated.

The Minister then reminded the delegates that the federal health grants were "fundamental prerequisites of a nation-wide system of health insurance".

"I am confident," he declared, "that the remarkable progress during the seven years the National Health Program has been in operation clearly indicates that the problems involved in the final stages can and will be overcome."

He then emphasized that social security has to be paid for out of production but, while each social measure takes from production, it gives something back.

Mr. Martin concluded by saying that there could be no sort of future or security unless the world remained at peace. He reaffirmed his faith in the United Nations as a means of achieving "a world community in which nations will one day recognize in their dealing with one another the same obligations as individuals of the same state do today.

"In that way we can achieve peace in the world."

Health Insurance

Establishment of a "comprehensive, compulsory, contributory health plan during the life of the present Government" was demanded by the Trades and Labour Congress following one of the more lengthy debates of the convention. The resolution, calling attention to the fact that a health plan is "overdue," covered the proposals submitted in eight other resolutions.

Arguing for a more effective campaign for health insurance, William Acton, Vice-president of the Essex and Kent Trades and Labour Council, asked the delegates: "How much do we want it? Are we willing to get behind a real drive?" He added: "It isn't good enough to merely include in the annual brief a strong request".

W. M. Black, President of Vancouver Hospital Employees' Federal Union No. 180, told the delegates "the only manner in which you are going to obtain health insurance is by disagreeing with Mr. Martin. If it is left to the provincial governments we will never have health insurance in Canada".

Mr. Black compared British Columbia hospital wage rates with those in Manitoba and Quebec. "In those provinces hospital employees are subsidizing the hospitals through low wages," he said. He added that a national health plan must be subsidized and the leadership given by the federal Government.

Douglas Hamilton of the Toronto District Trades and Labour Council said that health insurance had developed into a game of "political football," being "kicked back and forth between the federal and provincial governments". He said that part of the fault for this lay with the TLC as well as with the Canadian people and that the Congress has tried to "rouse the public's interest without success".

Mr. Hamilton pointed out that the question of not being able to pay for health and hospital services is not peculiar to the provinces but to the individual.

Nelson Cox of the Journeymen Hairdressers and Cosmetologists of America received convention approval for the addition of the word "compulsory" to the resolution. He said that the compulsory principle has been established for many years in regard to education and that the same can be done with respect to health insurance.

He recommended that research be carried out to determine just how much money will be necessary to finance a health scheme. "Every Canadian should be compelled to pay towards the health of other Canadians," he said. "We don't want a plan that protects only those who are able to contribute."

John W. Bruce, Plumbers' Organizer in Canada, reminded the delegates that health was a provincial matter in this country.

"We have a chance every few years but you go and vote back the people who haven't given you health insurance," he went on. He pointed out that the welfare state had come only through the trade union movement and the Labour Party in the United Kingdom, Australia and New Zealand.

M. S. Carrigan, Stationary Engineers' delegate from Ottawa, urged the Congress to move towards a health plan by starting with "the provincial premiers when they are in conference at Ottawa".

R. H. Brown of Toronto, representing the Printing Pressmen, told the delegates, "If unemployment insurance has been done on a national basis, health insurance can be done on a national basis. Get after your Member of Parliament."

Following passage of the resolution, Secretary-Treasurer Gordon Cushing quoted from Mr. Martin's speech: "only two provinces have yet asked for a health plan" (later learned to be British Columbia and Saskatchewan). He urged the delegates to begin to work on the provincial governments.

Political Action

A 30-year-old policy of political neutrality was reaffirmed by the TLC when the delegates approved by a heavy majority a resolution calling upon the Congress to "encourage and organize non-partisan political action and education (consistent with the principle of electing our friends and defeating our enemies) to further the cause of labour".

Two other resolutions, one calling for the Congress to urge federal and provincial governments to institute regular radio and/or television coverage of the various Parliaments and the other stating that federal Members of Parliament should remain in Ottawa on Thursdays and Fridays in order to participate in committee work, were approved by the delegates despite original recommendations of non-concurrence by the resolutions committee.

Support for the Co-operative Commonwealth Federation party was urged by Doug Carr of the Operating Engineers who called the resolution "wishy-washy" and a weak-kneed approach to political action because it didn't tell "who are our friends or enemies". He warned that "if we fail to support the CCF we have people who can't truly speak for labour. We must speak for ourselves."

John W. Bruce, Plumbers' Organizer in Canada, warned the delegates that "it would be dangerous in our part to change the policy of this Congress". He added that "workers are going to vote for whom they like" and declared: "I'm not going to have this convention tell me what political party I'm going to belong to."

Louis Laberge of the Montreal Trades and Labour Council urged support of a non-partisan approach, observing that "labour has always been the opposition party because the party in power, even one that we have endorsed, will have to make laws that we object to". He continued: "We must be in a position to criticize the government, no matter what party forms that government. We have to convince our people to take more interest in politics and maybe in 25 years we may be able to form a Labour Party—not before".

Frank Hall, Vice-President in Canada of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, warned the convention that there could be no action more divisive than that of supporting a political party.

Albert Atkins of the Windsor Distillery Workers called the political action debate a "sorry spectacle". He said: "We have seen a labour convention degenerate into a political rally. I challenge the right of any political supporter to do his campaigning on this convention floor. Politics is not our function; it is labour organization."

A call to form a Labour Party was voiced by Orville Braaten of the Vancouver Pulp and Sulphite Workers. "Even half a dozen candidates would serve as a warning to those at Ottawa that labour would soon have a party of its own," he said.

Bert Groves of the International Brotherhood of Bookbinders criticized the words "electing our friends and defeating our enemies" in the resolution as a "negative approach". He said "if we don't think the CCF is the party, why don't we form a Labour Party?"

Government Employees

Demands for the five-day work week, "the elementary right to strike", certification as bargaining agents, reduction of hours and salary increases featured prominently in resolutions concerning government employees and their organizations. In all, 24 resolutions respecting Government workers were submitted to the convention, of which three were withdrawn and the remainder carried.

Speaking on the demand for collective bargaining rights, W. L. Hood of the Canadian Postal Employees' Association said that government employees want collective bargaining and have the right to get it. He added that strike action was an "elementary democratic right" for all workers.

Speaking on the same resolution, M. P. Fitzpatrick of the Unemployment Insurance Commission Employees' Association criticized the Civil Service Commission as merely a wage-setting organization which autocratically established certain standards of wage rates. He added that the Commission did not understand the problems of government workers.

Referring to the resolution demanding the five-day, 40-hour week and overtime pay, Mr. Fitzpatrick said that UIC employees



TLC Vice-presidents for 1955-56 (left to right): George P. Schollie, Quebec region; William Jenoves, Ontario; Carl Berg, Prairie; R. K. Gervin, Pacific, and James A. Whitebone, Maritime region. All were re-elected at the convention.

contributed 250,000 hours of overtime last year and asked that they be granted straight cash for this work.

In connection with the resolution calling upon the Government to make contributions to the public service hospital-medical insurance plan, Mr. Fitzpatrick observed that "the Government has consistently refused to make contributions in common with good employers".

Among the other requests embodied in the resolutions affecting government workers were the following:—

Salary increases for postal employees.

That maximum salary for all classes of postal employees to be reached in three years.

Uniform rates and classifications for employees at the Dominion Central Experimental Farm.

That the best five years of service be used as the basis for determining superannuation for postal employees instead of the best ten.

Adjustment of pensions for retired civil servants to counteract the reduced purchasing power of the dollar.

Unemployment Insurance

Reduction of the benefit period for receipt of unemployment insurance to 35 weeks, contained in the recent amendments to the Unemployment Insurance Act, was strongly criticized by the TLC in a resolution citing several of the amendments as "contrary to the desire of organized labour and the original intent of the Act". The delegates also called for an increase in benefits to at least two-thirds of weekly wages, reduction of the waiting days to three including the first day of unemployment, reduction of the period of employment necessary to establish benefit rights and the extension of the Act to include "all industries and occupations where persons are gainfully employed".

The reduction of the benefit period was criticized by Louis Laberge of the Montreal Trades and Labour Council, who argued that "benefits should be paid for as long as a man is unemployed. The Government tried to tell us that they were increasing the benefits but actually they are reducing them".

Salary Increases

Salary increases of $2,500 annually for the President and the Secretary-Treasurer of the TLC were approved at the convention. Salaries for these positions will now be $12,000 and $10,000, respectively. But expense allowances for both the President and the Secretary-Treasurer were reduced to $50 per week from $10 per day.

Douglas Craigs of the United Brotherhood of Carpenters and Joiners of America criticized the resolutions committee for incorporating in its substitute resolution the recommendation that benefits equal two-thirds of the worker's weekly wage. He said "a man can't even get by on his full pay".

Criticism was levied at an Order in Council, passed on December 31, 1954, but reported in the press only during the convention week, that prohibits the payment of unemployment insurance to workers receiving moneys under a guaranteed wage plan. A resolution calling for the repeal of this order was approved by the delegates.

The Congress requested abolition of the unemployment insurance regulation which disqualifies for the receipt of unemployment insurance women who leave their employment due to pregnancy. In all, six resolutions regarding this section were submitted to the resolutions committee.

Other changes to the unemployment insurance legislation requested by the convention included the following:—

Classification of forest work as a permanent occupation and not seasonal as at present.

Payment of benefit to workers on strike to uphold the majority decision of a board of conciliation or arbitration.

Payment of benefit to workers locked out by their employer.

Making general contractors responsible for the placing of stamps in an employee's unemployment insurance book if the subcontractor has failed to do so.

Equalization of contributions for forest workers so that all such workers will receive the same benefits throughout the country.

Elections

All members of the TLC executive were re-elected, all but two by acclamation. One of last year's Vice-presidents, however, retained his seat by only two votes.

By his re-election to the presidency only seven months after taking office, Claude Jodoin seems certain to take over the top job in the merged Congress towards which the TLC and the CCL are now working. The terms of merger allot the presidency to a TLC candidate. And by his unopposed re-election, Secretary-Treasurer Gordon Cushing seems assured of the Executive Vice-president's post in the merged organization.

Vice-presidents returned by acclamation were James A. Whitebone for the Maritime region, George P. Schollie for Quebec and R. K. Gervin for the Pacific region.

William Jenoves, Vice-president for Ontario, was opposed by W. A. Acton, executive member of the Essex and Kent Counties Trades and Labour Council, but won handily, 312 votes to 239. Carl E. Berg, MBE, Vice-president for the Prairie region, was opposed by Donovan Swailes, President of the Manitoba Federation of Labour, who collected 270 votes to Mr. Berg's 272.

Roger Provost, President of the Quebec Federation of Labour, was nominated for the vice-presidency for the Quebec region but declined to run.

The balloting for the presidency was conducted by President Emeritus Percy Bengough.

Guaranteed Annual Wage

While it approves the principle of the guaranteed annual wage, the TLC thinks current plans cover too few workers to form any conclusions on their impact on the economy and that therefore it can recommend no more than a continuing study of GAW by individual unions.

"It is readily admitted that the guaranteed annual wage could not be applied in many industries," said a report by a special committee set up following last year's convention to study the subject. There are certain basic industries, however, where it will be possible, "with the proper co-operation between companies and unions," the report added.

Unions overcame just as vigorous opposition to their demands for pensions, welfare plans and increased vacations as they now face in their demands for a guaranteed annual wage, the committee, which was headed by TLC Vice-president George Schollie, reported.

The committee's report also called attention to the belief of many unions that the present practice of laying off departments or closing plants for model changes and for inventory taking or because of shortages of materials will cease when the employer is forced to pay for all lost time. When they had to pay for call-in time, the report pointed out, employers stopped calling in employees unnecessarily.

The committee was unable to approve any one particular plan as being suitable to each and every industry.

It reported that at the time it made its survey, guaranteed wage plans covered approximately one-half of one per cent of North American workers.

The committee's report was approved by the convention.

Charles Stewart of the Vancouver Street Railway Employees criticized the report because it did not indicate clearly whether the TLC supported the United Auto Workers in their negotiations for a guaranteed annual wage. (The UAW's negotiations with the Ford Motor Company were being carried on concurrently with the TLC convention and just across the river from Windsor). "Whatever the UAW does will set the pattern for the whole trade union movement," he said.

TLC Vice-president William Jenoves, who was a member of the GAW committee, replied that he was sure the committee's recommendations imply support for any union that is seeking a guaranteed annual wage.

G. A. MacDougall, a carpenter's union delegate from Calgary, disagreed with the committee's statement that "it is readily admitted that the guaranteed annual wage could not be applied in many industries". While it may be hard, he said, it is not impossible.

Other members of the committee were: S. A. Stephens, Thorold, a Vice-president of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers; Robert H. Brown, Toronto, a representative of the International Printing Pressmen and Assistants' Union; Bernard Shane, Montreal, a Vice-president of the International Ladies' Garment Workers' Union; and Hugh J. Sedgwick, Hamilton, a Vice-president of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators.

Retirement

The delegates overwhelmingly rejected a resolution calling for compulsory retirement* of all industrial and clerical workers at the age of 65 and forced the resolutions committee, which had endorsed the resolution, to reverse its stand and bring in a substitute resolution favouring voluntary retirement at that age.

The substitute also replaced a resolution expressing definite opposition to layoff of workers at 65 until "the Government sees fit to lower the pensionable age to 65" and one that would have required all union officials to relinquish their positions at that age.

The argument in support of compulsory retirement was that older workers should make room for those reaching working age. Sam Kraisman, of the International Ladies' Garment Workers' Union, Toronto, labelled this theory an "illusion".

Delegates speaking against the resolution argued that compulsory retirement was "throwing workers to the dogs" and that it was up to a man himself to decide when it was time to retire.

Delegates speaking in favour of the resolution said it was a TLC belief that a worker should be able to enjoy "the evening of his life".

On the request of a delegate who said there was nothing wrong with compulsory retirement if adequate pension protection were provided, the committee agreed to amend the resolution by adding "provided adequate pensions are provided".

Even with this change, the resolution could not win convention approval; it was referred back to the committee. At the Thursday evening session, the committee introduced the substitute, which put the TLC on record as "favouring a policy of retirement at the age of 65 where adequate retirement pensions are provided".

Still the delegates would not approve the resolution until it was again amended to make it clear that it was "voluntary" retirement that the TLC favoured. With this change, the resolution was carried by an overwhelming margin.

When the usual presentations to those who had worked for the convention's success were made, two of the gifts went to persons not normally seen on the platform at TLC conventions. A briefcase was presented by the Essex and Kent Counties Trades and Labour Council to Angus Munro, labour reporter for the *Windsor Star*, "in appreciation of his fair and comprehensive coverage of labour activities in Windsor". A walking stick was given by the Hotel and Restaurant Employees and Bartenders International Union to Louis Galli, a veteran member of the Union who at 85 years of age was still active in union affairs and was a delegate to the convention, as a tribute to his long service in the trade union movement.

*Abolition of compulsory retirement was urged at the annual meeting in Montreal of the National Council of Jewish Women of Canada. In a resolution dealing with unemployment, the Council said abolition of compulsory retirement would enable the launching of a program of retraining of older workers which in turn might ease the hardships and do away with the demoralizing effect on family life of unemployment



Claude Jodoin
Acclamation

Two other resolutions dealing with pensions were speedily approved. One called for a contributory industrial pension plan "in line with the principle of" the unemployment insurance plan. The other requested reduction of the age for entitlement to old age pensions to 65 years for men and 60 for women and increase of the benefit to $75 per month. Benefits for pensioners should include proper living quarters and free medical, drug and dental care, the same resolution said.

Housing

The TLC wants Canadians to be able to buy homes "with little or no down payment". This was one of the requests contained in a five-point substitute resolution on housing adopted by the convention.

The resolution also expressed alarm at "the rampant profiteering and speculation in land values presently existing" and reiterated earlier submissions to the Government requesting mortgage loans direct from Central Mortgage and Housing Corporation at an interest rate no greater than 3 per cent, federal-municipal agreements for the construction of low-rental housing, and the giving of the fullest publicity by the Government to available funds for building. Housing should be built under union conditions, the resolution pointed out.

Only opposition to the "no down payment" request came from A. G. Hearn of Toronto, international representative of the Building Service Employees' International Union. He pointed out that if there were no down payment the purchaser would be saddled with interest and other charges for perhaps another ten years. Besides, a man with a stake in his house was more likely to look after it and keep up the standards of his neighbourhood.

"The Government has failed to recognize the calamity resulting from the lack of a housing program," said John W. Bruce of the Plumbers during the debate on the resolution. Mike Holmes, of a Toronto Chemical Workers' local, wanted the purchase of older homes brought under the National Housing Act.

Charles Young, a delegate from the Ottawa and District Trades and Labour Council, called the convention's attention to the Mooretown housing project that his Council had undertaken and asked the delegates to spur their own councils to follow the Ottawa example.

"We have found," he said, "that construction can go ahead during the winter months and that construction costs will be well within our estimates."

The substitute resolution replaced ten others.

Taxation

A resolution urging the federal Government to grant residents of Quebec full deductibility of provincial income taxes from the federal tax was defeated after a lengthy debate. The resolutions committee had recommended non-concurrence in the resolution.

The resolution, submitted by the Quebec Federation of Labour, stated that citizens of Quebec, because of provincial income tax, pay more taxes than other Canadians.

George Schollie, TLC Vice-President, supported the resolution, pointing out that the provinces had given the federal Government the right to arrange an equitable distribution of the tax dollar but that after some years, Quebec along with others had found it was not receiving a fair share of accumulated taxation.

"There is no reason why, if Canada is to be a united nation, people in one province should pay more income tax than elsewhere," he said. "Quebec delegates were fully justified in asking for full deductibility."

Raymond Bennett, Vice-President of the Quebec Federation of Labour, said he was opposed to heavier taxation in Quebec than elsewhere.

Taxation resolutions approved by the delegates called upon the Government to increase the tax exemptions to $3,000 for married persons, $1,500 for single persons and $500 for each dependent; to permit deductibility on a 100-per-cent basis of all medical, optical and prescribed drug expenses and deductibility of the board and travelling expenses of bush-workers when seeking or leaving employment; and to reduce cigarette taxes to the level prevailing before the Second World War.

Two resolutions, one calling upon the Government to make provision on the T-4 form for writing in the amount collected through a check-off of union dues and the other aimed at preventing the deduction at source of more tax than a worker, because of periods of seasonal unemployment, will be required to pay, were rejected following recommendations of non-concurrence by the resolutions committee.

Immigration

A review of the Immigration Act by the federal Government "with the purpose of controlling the flow of immigrants in accordance with the economic position of the country" was urged by the delegates during the debate on resolutions concerning immigration. A second resolution requesting the Government to assume full responsibility for the relief of immigrants who become unemployed and who cannot qualify for unemployment insurance was also approved.

Stating that the Fair Employment Practices Act "clearly establishes Canada's policy of non-discrimination," the delegates requested the Government to review its immigration policy "in line with its principles."

All the resolutions on immigration carried without debate.

Railway Matters

Concern over declining employment on Canada's railways was highlighted in three resolutions submitted to the convention concerning railway matters. Of the resolutions submitted and approved, one called for federal Government subsidies to "ensure continued employment of many in Canada's largest industry" and two asked that orders for new equipment and repairs be carried out in the railways' own shops and with Canadian material.

Two resolutions asked for improvements in safety regulations and working conditions affecting railway employees.

Government Contracts

Five resolutions dealt with government contracts; all were approved.

In striking contrast to conventions in recent years, the TLC this year completed its program before noon on the Saturday of convention week. At Regina last year, even by sitting until almost five o'clock on the Saturday, by dispensing with the reading of the French versions of resolutions and committee reports, and by adopting resolutions with little or no debate, the convention was able to deal with fewer than half of the resolutions submitted.

Three innovations this year enabled the Congress to complete its business by 11:30 Saturday morning. First, a system of simultaneous translation was set up and all proceedings were given in French. French-speaking delegates could make use of earphones, distributed half a dozen to each table, to follow the proceedings. Second, an agenda and time-table were prepared before the convention's opening and approved by the delegates the first morning; the time-table was rigidly followed. Third, a two-hour evening sitting was held on the Thursday of convention week.

One requested the Government to let all contracts by tender and that all contracts contain a clause enforcing fair wage schedules and labour conditions.

Two were aimed at halting the practice of prime contractors of sub-letting parts of the work either to individuals or to other contractors. Individual carpenters, one resolution asserted, often have to work longer hours or at speeds that leave them "physically and mentally exhausted" in order to carry out a sub-contract. The other resolution stated that the sub-letting of work "is breaking down the conditions gained by organized labour". The resolutions sought the prohibition of sub-letting to individuals and the awarding of contracts only to contractors "able and prepared to carry out the work themselves".

The Government was urged in the other two resolutions to insist on the use on its construction projects of Canadian material and labour only and to prevent holders of government contracts from purchasing material from foreign countries if it is available in Canada.

Hon. Milton F. Gregg

"A new, autonomous and unified central organization, combining an increasing emphasis on the craft and industrial concepts of labour" was forecast for Canada by the Hon. Milton F. Gregg, Minister of Labour, when he spoke to the convention. Mr. Gregg said that in combining their organizations, the TLC and the Canadian Congress of Labour "will of a certainty retain the same high regard for our democratic forms and principles that has characterized them in the past".



Thomas Yates
TUC Fraternal Delegate

The Minister devoted most of his brief speech to a listing of the TLC's requests in its brief to the Cabinet last November on which the Government had since taken action. He noted that the level of supplementary unemployment insurance benefits had been raised to that of regular benefits and that the minimum period of benefit had been extended from 18 to 60 days. He added that because of these changes, $29 million was paid out last year in supplementary payments, an increase of more than $15 million compared with the previous winter.

He admitted, however, that "there are a good many on which the Government has not taken action".

Turning to the question of federal, provincial and municipal assistance to unemployed workers not covered by unemployment insurance, Mr. Gregg announced that progress had been made in this respect and that provincial and federal officers were already meeting on this matter. He said that a conference of provincial and federal ministers will be held "as early as possible" and expressed the hope that a "mutually-acceptable plan" would be adopted and put into effect this year.

The Labour Minister announced that he was "somewhat encouraged" concerning employment and noted that industrial production and exports were up noticeably over last year while retail sales have remained strong and investment prospects have been good. He warned that he did not think that all the economic and employment problems of the last two years would be quickly removed and said that there were problems which would persist, particularly in industries which are facing stiff competition.

Admitting that there were no easy solutions to such matters, Mr. Gregg said that constructive solutions would require the gathering of information and its "careful analysis by the most competent minds we can find". He added that "it was with this in mind that my colleague, the Minister of Finance, recently announced that a Royal Commission would be named to explore the future development of our Canadian economy".

The Labour Minister took notice of the "increased interest and activity" throughout Canada in providing more winter employment. He said that the response from governments, management and workers "has been excellent".

Thomas Yates

Solidarity is a strong and positive principle of working-class organization and a principle of vital importance, Thomas Yates, CBE, fraternal delegate from the British Trades Union Congress, told the delegates in his address. Mr. Yates, who is General Secretary of the National Union of Seamen, said "no settlement of any question affecting the life and employment of the working people can be found if our movement is divided and weakened by internal conflict".

The TUC delegate said that the obligation of loyalty among trade unionists as an organized body requires that every union in framing its policy bear in mind the possible effect of this policy on other trade unions in the same industry, in the same country and in the same international organization. "It is elementary common sense," he said, "that the trade union movement in every country should find its focus in a national authority, a central body, that is competent to lay down the general principles that should govern the action of trade unions as a whole and influence the action of the individual unions in pursuit of their members' interests."

Referring to a series of unofficial strikes in the United Kingdom, "against the advice of the responsible leadership," Mr. Yates said there were still gaps in the British trade union organization and defects and deficiencies in the machinery of collective bargaining and industrial organization. He

remarked that the trade unions' main task was to maintain and extend this machinery.

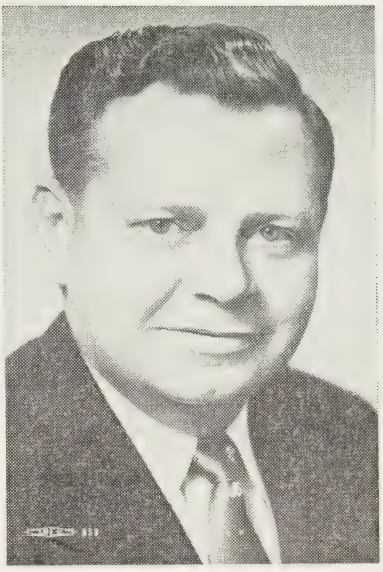
With reference to the deficiencies of trade unionism at the international level, the fraternal delegate suggested "something more systematic and extensive" than fraternal exchanges at annual conventions. He suggested inter-changes "of experience and knowledge" along the lines of the Anglo-American Productivity Council and its successor, the British Productivity Council, as a means of studying some of the difficulties and deficiencies in trade union organization.

Among the items cited by Mr. Yates as useful topics of study for labour teams from both sides of the Atlantic were collective bargaining, the value and use of arbitration and conciliation, the existence of wage differentials, the rise of inter-union disputes, unofficial strikes and the "activities of disruptive elements".

Mr. Yates expressed the satisfaction of the TUC at the steps being taken towards labour unity in Canada and the United States. Referring to the unity measures in Canada he said it was "an event of major significance from the standpoint of international solidarity and consolidation of the organized workers' resources that the executive of your Congress, in agreement with the representatives of the other body, were able to set up a unity committee which has been able to lay down the foundations of a merger of the two Congresses".

Noting that the doctrine of race equality is to be emphasized in the merged Congress, the TUC representative said that "we seafarers believe in one world, the world we serve as seafarers". At the Asian Maritime Conference held in Ceylon 18 months ago under the auspices of the ILO, he reported, one of the strongest recommendations of the conference was that the Governing Body of the ILO should draw the attention of all Asian maritime states to the desirability of fostering and recognizing the formation of representative organizations on both sides of the industry. "That is another way of saying," he pointed out, "that the principles of free association upon which our trade union movement is founded in the advanced industrialized communities of the western world are recognized as valid and necessary in their application to the workers of all other countries of all other colours and creeds."

Turning to trade union development in the colonial areas, Mr. Yates said that the TUC had "felt it necessary to emphasize the necessity of arousing the active co-operation of the local governing authorities



William F. Schnitzler
AFL Fraternal Delegate

and employers in the colonial areas in the development of trade union machinery for collective bargaining and the betterment of industrial conditions generally".

Much has been taking place in the last two or three years in building up trade union machinery in those parts of the world, he continued. "This illustrates what I call the hard-headed and practical approach of our movement towards the problems of raising the standards of life and improving the conditions of employment of the colonial peoples. It is not, in our TUC view, simply a matter of pouring money into these under-developed parts of the earth. It is much more a matter of equipping our fellow workers in the colonial territories with the machinery by which they can, by their own efforts, bring about their salvation."

Mr. Yates concluded his address by expressing the view that the remaining half of this century will be mainly occupied with the consolidation and building-up of the trade union movement. He termed this a development which is going on in all parts of the world and which is most marked "here on this Continent".

William F. Schnitzler

The TLC was congratulated on the promptness with which it is moving towards unity with the CCL by AFL Secretary-Treasurer William F. Schnitzler, his organization's fraternal delegate to the conven-

The developing spirit of unity in the Canadian labour movement was clearly indicated by the presence at the head table at the convention banquet of Earl Watson, President of Local 195, United Automobile Workers (CIO-CCL). Mr. Watson was accompanied by the Local's Vice-president, James Dowell.

Other head table guests were: the Rev. M. C. Davies, Speaker of the Ontario Legislature, and Mrs. Davies; Col. the Hon. William Greisinger, Ontario Minister of Public Works; H. A. Graybiel, President of the *Windsor Daily Star;* Windsor Controller Mrs. Cameron H. Montrose and Mr. Montrose; TLC President Emeritus Percy Bengough and Mrs. Bengough; the Rev. C. E. Lebel of Assumption College, Windsor; Don Brown, MP; and Val Clare, Liberal candidate in the Ontario elections, who was banquet speaker.

tion. He had just told the delegates of the AFL-CIO merger arrangements in the United States.

"And so, in each of our countries," he went on, "labour is to come together in one house at last. A goal which, not too many months ago, seemed to many to be virtually impossible of attainment is about to be realized.

"Merger cannot fail to have a profound and lasting effect upon the course of human affairs," he said. "A trade union movement representing so many millions of citizens and families cannot help but align itself with the broad interests of the human community at large.

"We have pledged to the people of our country," he concluded, "that the added strength and influence derived from labour unity will be employed for no narrow, selfish or negative purpose but as a great new force in the cause of freedom, justice and social progress for all."

Mr. Schnitzler devoted most of his speech to the world situation and international affairs. He began by pointing out that the spirit of goodwill and mutual respect that Canada and the United States have shared for so long stands "as a shining example to the quarrelsome world" in which we live. "It thoroughly repudiates," he said, "the belief that the security of a nation requires dominance over its neighbours, or a sun and satellite relationship between adjacent states, or the existence of neutralist buffer states between nations."

The principles that labour stands for are in danger throughout the world and the responsibilities of the free trade union movement are truly international in their scope, the AFL Secretary-Treasurer said. "That day is past when any segment of labour might safely concentrate its energies upon purely local or national problems. Even the most pressing of the domestic issues that face us must appear secondary to those who are aware of the explosive condition of the contemporary world."

The answer to the question whether we are to survive "as a civilized society of free working men," he said, can be found only in events beyond our boundaries. "It may depend to a large extent upon our own ability to exercise some influence upon those events."

Apart from the danger from Communism, there is still "the most vicious enemy of mankind: human poverty," Mr. Schnitzler went on. "That struggle cannot be won within the borders of a single state."

He pointed out that unemployment, low wages and oppressive standards of life in under-developed countries will extract a toll from the wages and job opportunities of workers in every other country, while higher employment and improved wages and working conditions in other parts of the world will be reflected in greater job opportunities and higher living standards for workers in Canada and the United States.

The TLC and the AFL, he said, have been close allies in the campaign to make the International Confederation of Free Trade Unions a "more active and militant force as an instrument for combating Communism, promoting free trade unionism and elevating living conditions in the underpriviliged nations of the world."

Other Speakers

Albert V. Cormack

That farmers and urban workers are dependent on each other for their livelihood was pointed out in a speech by Albert V. Cormack, President of the Interprovincial Farmers Council and of the Ontario Farmers' Union and a member of the Canadian Farmer-Labour Economic Council.

"We are consumers of each other's products," he told the delegates. "We are the first to feel any depression resulting from decreased earning power of either group.

"When farmers have earning power, you have earning power," he said. When farm prices and farmers' income drop, implement sales decline, adding to unemployment.

Another result of falling farm income, he pointed out, was that farmers leave their farms to work in the cities. In 1953, he reported, "about 1,000 Ontario farmers each month were leaving their farms to take jobs in urban centres; farmers are holding 1,000 jobs per month that urban workers should have."

He said that the farmer has little tariff protection and no protection against the agricultural imports that are accepted in trade deals in return for Canadian manufacturing exports.

"We believe that farmers should be guaranteed parity prices on that portion of our production that is consumed in Canada," he declared.

The Farmer-Labour Economic Council provided machinery through which differences between farmers and labour can be ironed out around a consultation table, he said.

Felix Jones

The importation of cement from behind the Iron Curtain to British Columbia while there was no shortage whatever of cement in Canada was "something that should not be tolerated," said Felix Jones, President of the United Cement, Lime and Gypsum Workers' International Union, who was a guest at the convention.

He reported that his Union had just completed one of its best years in Canada, with five new plants organized.

Mr. Jones was accompanied by William Schoenberg, President Emeritus of the Union.

M. Bartal

The tasks and problems confronting Histadrut, the Labour Federation of Israel, in helping in the development of the new state and the settlement of recent immigrants were related by M. Bartal, Histadrut's North American representative, who brought his organization's greetings to the TLC delegates. He told the trade unionists that many of the problems presently facing Histadrut were those Canadian labour had dealt with at an earlier period.

Mr. Bartal described in some detail Histadrut's health plan, which he said covers almost 900,000 persons in Israel.

Committee on Racial Discrimination

The Canada Fair Employment Practices Act received complimentary mention but the Ontario and Manitoba Acts were criticized in the report of the TLC's Standing Committee on Racial Discrimination. The Committee declared, however, that there was "a strong need" for a national advisory committee to assist the Department of Labour in administering the Canada FEP Act.

The action of the Canadian Pacific Railway Company in agreeing to give a Negro sleeping car porter a trial as a parlour car attendant or parlour car conductor and in promoting several Negro porters to conductors was a "source of great satisfaction," the Committee's report said. "Our Committee considers this an important precedent, which stems directly from the provisions of the Canada Fair Employment Practices Act."

That Act has also been effective in eliminating questions relating to race and religion from a large number of employment application forms, the Committee reported.

However, the Committee stated, "co-operation has not always been forthcoming from the Ontario Department of Labour" in handling complaints under that province's FEP Act and Manitoba's Act has "failed to live up to its expectations". The refusal of the Government of Manitoba to include in the Act a provision banning discriminatory questions on employment application forms has made the Act "of very little practical value".

"Protective legislation in the field of human relations can only have real meaning when the governmental agencies charged with administering such laws are seriously concerned about these problems and are acting in good faith in trying to bring about improvements," the report said.

Chairman of the Committee was A. T. Alsbury, President of the Vancouver, New Westminster and District Trades and Labour Council, and the Committee Secretary was Roger Provost, President of the Quebec Federation of Labour. Members were: Robert Brown, International Printing Pressmen's Union; Sam Herbst, Manager of the Winnipeg Joint Board, International Ladies' Garment Workers' Union; J. O. Renaud, Sheet Metal Workers' International Association; J. O. Robertson, TLC representative; and Bernard Shane, Vice-president in Canada of the ILGWU.

Free Trade

The TLC is opposed to trade with countries that employ slave labour.

The TLC's expenditures exceeded revenue for the nine months ending March 31, 1955, Secretary-Treasurer Gordon Cushing reported. Had the recent increase in per capita tax become effective earlier in the Congress fiscal year, rather than at January 1, revenue would have exceeded expenditures, he explained.

A 5-per-cent increase in TLC membership during the year ending March 31, 1955, was also reported. There are now 74 international unions and 365 directly chartered federal unions in the TLC.

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A resolution sponsored by a Winnipeg lodge of the International Association of Machinists that would have put the TLC on record as favouring trade with any country "willing and able to trade with us on an equitable basis" was amended, despite protests that the intent of the resolution was destroyed, to favour trade with any country "provided such articles of trade are produced under free labour conditions".

The resolutions committee's amendment almost failed to win the delegates' approval. On the voice vote, those in opposition were louder than those in favour; but on a show of hands, the committee was upheld.

The amended resolution at one stage in the discussion was referred back to the resolutions committee for reconsideration but was brought back to the convention unchanged.

During the debate, Orville Braaten of the Vancouver Pulp, Sulphite and Paper Mill Workers said the resolution would "put a fence around our markets". He said adoption of the trade policy advocated in the resolution would lead to more unemployment and urged the Congress to follow the example of Britain, which "trades with any country with whom it can make satisfactory agreements" and which has "almost no unemployment".

Albert Atkins of the Windsor Distillery Workers said that only countries barred by the resolution would be those "where slave labour conditions exist" and that "disciples here of those countries" were the only ones who didn't like the resolution.

Joseph Grabek of the Toronto Ironworkers said Canada has to sell in world markets because "we can't absorb all we produce".

E. J. Hill of the Winnipeg General Hospital Employees' Federal Union asked whether the resolution applied to the Argentine, Venezuela and Spain. A. F. MacArthur, resolutions committee chairman, replied that it applied to countries like Argentina and Spain and also to Russia and the satellite countries.

Other Resolutions Approved

Several construction projects of national importance were called for in three resolutions approved by the delegates. The federal Government was asked to establish authorities to develop and control, and to begin work immediately on, a trans-Canada pipeline, a South Saskatchewan River dam, a second Trans-Canada Highway, and a highway into Canada's northlands. Projects should be exclusively financed and built by Canadians with Canadian labour and materials, one of the resolutions insisted.

Revisions and adjustments in family allowances to conform with the increased cost of living were urged on the federal Government in a resolution, adopted by the delegates, submitted by the Quebec Federation of Labour. Family allowances have not been increased since the law was enacted and their economic purchasing power has "considerably decreased," the resolution said.

A resolution that expressed "unalterable" opposition to "one man's decision to prohibit railway workers from going on strike" was approved but one that would have urged inclusion in all labour Acts of a clause requiring negotiations to be completed within 60 days of a contract's termination was rejected. The defeated resolution, sponsored by Port Arthur lodges of the Brotherhood of Railway Carmen, "would upset all existing labour Acts," explained Resolutions Committee Chairman A. F. MacArthur in recommending non-concurrence.

Because the reduction in defence expenditure has resulted in "serious" unemployment in the aircraft industry, and because the development of civil aircraft requires government assistance, the Government was urged to initiate a program for the development of civilian aircraft that could be used by Canadian and foreign airlines.

Although similar resolutions at past conventions had sparked considerable discussion, a resolution calling on the TLC to follow a policy of no-raiding "within its jurisdiction" was adopted this year without a word of debate.

The Trades and Labour Congress will make a study of the Government's policy concerning the country's postal service. A resolution that gained the delegates' support asked that the study should particularly cover the current one-a-day delivery in residential sections, the transport of mail by privately-owned trucking firms rather than by railway mail cars or highway post offices manned by postal employees, and the necessity of the Post Office Department's subsidizing of Trans-Canada Airlines "especially since TCA is now showing a profit".

Three resolutions on education were approved. One urged the federal Government to confer with the provincial Governments in regard to the advisability of standardizing school curricula in Canada. Another asked the Government to "assume part of the high cost of education by making greater grants to municipalities on a per capita basis of pupils attending primary schools". The third called on the

Government to establish annual scholarships as recommended by the Massey Commission.

The convention approved two resolutions listed under the heading "Safety" that requested extension of the Factory, Shop and Office Maintenance Act to cover construction projects and legislation requiring paint manufacturers to label their products to indicate whether they contain poisonous ingredients.

To forestall termination of collective agreements by companies through a change of ownership, the TLC will seek changes in legislation to provide that collective agreements shall remain in force until their normal termination dates.

Also approved by the convention were resolutions that:—

Called for a Royal Commission to inquire into the spread between costs of production of commodities and retail prices.

Demanded federal legislation to legalize a national lottery for the purpose of building hospitals and the maintenance of hospitals throughout the country. (This resolution was carried by 136 votes to 97 following a voice vote, a show of hands and, finally, a standing vote in order to determine the delegates' opinion.)

Urged the TLC to press for national and provincial legislation through respective provincial federations of labour that would require all corporations operating in Canada to publish annual financial statements of their affairs in Canada and for each province in which they operate.

Insisted that the federal Government be impressed with the "absolute necessity" of reviving Canada's merchant marine with modern ships.

Urge the Government to increase its grants to the provinces for the setting up of schools for training handicapped persons in new skills as a means of assisting their rehabilitation.

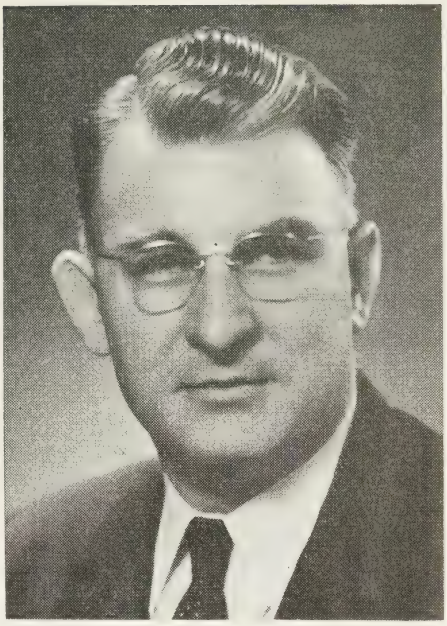
Requested the Government to investigate the price of drugs.

Requested designation of the week beginning with the first Monday of September as "Labour Week".

Advised the TLC to "establish a policy" of refraining from entering into any controversy concerning divorce.

Urged enactment of a federal minimum wage Act setting the minimum wage at $1 per hour.*

*The United States Senate last month passed a bill raising the national minimum wage from 75 cents to $1 an hour. The House of Representatives labour committee is still conducting hearings on minimum wage bills.



Gordon Cushing
Re-elected Secretary-Treasurer

Called for further federal government assistance to the fisheries industry.

Urged the Government to use the escape clause of the General Agreements on Tariffs and Trade to limit or suspend temporarily imports that, being sold at "cut-rate" prices, are seriously affecting a Canadian industry.

Demanded a national fuel policy that will utilize Canada's coal, oil, atomic and other fuels "to the best advantage".

Instructed the TLC executive to appoint a committee to work towards closer co-operation between farm organizations and organized labour.

Requested the federal Government to subsidize provincial governments' weekly subsistence allowance to apprentices taking the mandatory 16-week training course to increase the allowance to $25 a week.

Urged the Government to pass a Bill of Rights.

Called for legislation to provide for equal pay for equal work.

Re-affirmed the TLC stand favouring the 30-hour work week of five six-hour days with no reduction in take-home pay.

Urged continued support of the United Nations and of its efforts to supervise and control armaments.

Asked that provincial highway traffic Acts be amended so that a man who makes his living as a driver would not be deprived of his livelihood if he lost his driver's licence as the result of an accident while driving his personal automobile.

59205—4½

In addition to the 210 resolutions dealt with, an additional 63, it was reported, were received after the deadline, were not properly submitted or exceeded the maximum word limit. These were referred to the incoming executive.

Resolutions Defeated

Legislation that would guarantee to workers employment up to the expiration of their collective agreement was demanded in a resolution that the resolutions committee declined to support because the subject was "a matter for collective bargaining and not legislation". Delegates agreed with the committee and the resolution was defeated.

A resolution that called for the abolition of all provincial labour boards and one that urged that members of such boards be appointed for a definite term and not for an indefinite length of time, as at present, were both defeated.

A resolution calling for a halt to the practice of allowing bonded trucking through Ontario, submitted by a London lodge of the Railway Carmen, was defeated on the recommendation of the resolutions committee, who explained that highways are free arteries of commerce and pointed out that Canadian trucks driven by Canadians are permitted to travel on United States highways. The action requested in the resolution might result in retaliation, the committee said. Another resolution sponsored by the same lodge urging legislation limiting the weight and size of highway trucks was also defeated, as recommended by the committee, although the division was close.

A resolutions committee recommendation was rejected when the convention defeated a resolution calling on the TLC to exert its influence on governments to have a compulsory indentured apprentice Act brought into force.

The resolutions committee recommended non-approval of a resolution that would have put the TLC on record as opposed to exploitation of Canada's natural resources by foreign interests and to the export of the country's raw materials for processing abroad. The convention abided by the committee's recommendation.

A resolution that would have had the TLC advise its affiliates to concentrate on demands for social legislation and limit demands for labour legislation was defeated on the recommendation of the resolutions committee. The resolution asserted that every piece of legislation enacted through the efforts of organized labour contains clauses allowing employers to circumvent the legislation. Affiliates should be advised also, the resolution said, to demand stricter enforcement of present labour legislation and seek elimination of present "escape" clauses.

The Winnipeg Trades and Labour Council sponsored a resolution that the first convention of the merged TLC and CCL be held in Winnipeg. It was defeated. The resolutions committee pointed out that the resolution was premature and the CCL might have something to say about the choice of site.

On the recommendation of the resolutions committee, the convention rejected resolutions that:—

Would have allowed all *bona fide* trade unions to affiliate with the Congress "regardless of the personal beliefs of their officers or members".

Would have allowed local unions to send their full quota of delegates to conventions in addition to the international representatives who may be accredited to such locals.

A resolution calling for a national strike fund was held over until it can be discussed jointly by the TLC and CCL after their proposed merger.

Third Annual Convention of the Union Label Trades Department (TLC)

Delegates ask TLC executive to ensure that Department is continued when merger of TLC and the Canadian Congress of Labour takes place

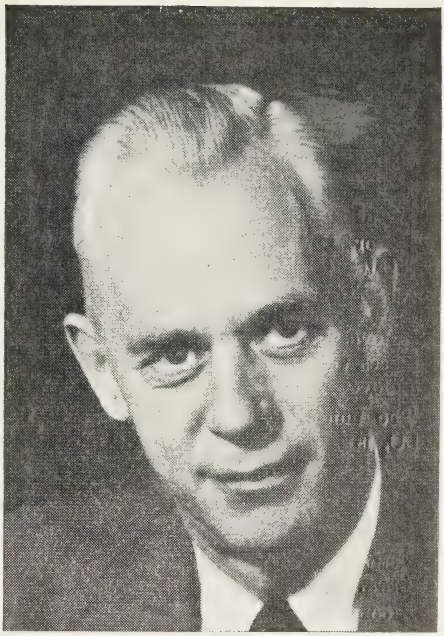
Steps to ensure that the Union Label Trades Department of the Trades and Labour Congress of Canada will remain in existence if organic unity is consummated between the TLC and the Canadian Congress of Labour were taken at the Department's 3rd annual convention in Windsor, May 28 and 29.

The close to 50 delegates present approved a resolution asking the TLC executive to make provisions for continuing the Department when the two Congresses merge.

The convention also made plans for stepping-up the campaign to promote union labels and union services and conferred an



Tom Ward
Union Label Secretary-Treasurer



Nelson Cox
Heads Union Label Department

honorary vice-presidency on Ed. Smith of Vancouver, Canada's "Mr. Union Label", who retired last fall as Secretary of the Vancouver and District Union Label Trades Council (L.G., March, p. 267). Mr. Smith served three terms as a Vice-president of the Union Label Trades Department.

The convention recommended that union label displays be set up at provincial TLC conventions, that union label displays and advertising be sponsored across Canada during Union Label Buying Week (the week beginning with Labour Day), that union label leagues and councils provide promotional posters for use in union halls, and that the printing trades adopt the policy of placing their union label on all printing whether requested by the customer or not.

A resolution that would have required an investigation by the TLC into the refusal by the Canadian Broadcasting Corporation to carry a union label program sponsored by the Prince Rupert Trades and Labour Council during last year's Union Label Buying Week was not brought to the floor because the Council is not an affiliate of the Department.

Nelson Cox, Canadian Vice-president of the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America, was re-elected President for a second term. He defeated Mrs. Anna MacLaren, President of the Lethbridge Trades and Labour Council.

Three Vice-presidents were also re-elected: Mrs. Emily Ross, Edmonton, International Representative of the United Garment Workers of America; Jack Foster, Secretary of the Regina Trades and Labour Council and Chairman of the Regina Union Label League; and John H. Reid, Representative in Canada of the Bakery and Confectionery Workers' International Union. Newly elected Vice-presidents were: Mrs. Wanda Cameron, President, Toronto Union Label Council; and George Johnston, President of the Vancouver, New Westminster and District Union Label Trades Council and Vice-president of the Vancouver, New Westminster and District Trades and Labour Council.

Tom Ward, TLC Director of Political Research, was appointed Secretary-Treasurer to succeed TLC Secretary-Treasurer Gordon Cushing, who resigned because he felt he could no longer devote sufficient time to the Department.

Now affiliated with the Union Label Trades Department are 13 international unions, all the TLC Class "A" federal unions, and ten union label leagues and councils.

Public Employees Form National Union

Former federation of public employees' unions converted to national union affiliated to TLC, constitution adopted and officers elected at two-day conference held just prior to TLC's 70th annual convention

A new national union with a membership of 23,000 came into existence at Windsor, Ont., at the end of May when delegates to a conference held just prior to the TLC convention approved the formation of the National Union of Public Employees. The Union grew out of and replaces the National Federation of Public Employees founded in 1952.

The union, which is affiliated with the TLC, is an autonomous organization with 113 locals across Canada and provincial federations or joint councils in British Columbia, Alberta, Saskatchewan and Ontario. It has appointed a national director and established headquarters at Ottawa.

A constitution for the union was approved at the conference.

During the two-day convention, the NUPE delegates recommended that financial grants to the provincial federations, previously made by the TLC, be made by the new organization.

Another resolution called for the development of a more detailed information bureau at the Ottawa headquarters in order that affiliated local unions might obtain information about collective agreements, wage rates and working conditions in localities where NUPE locals are active.

Among the other resolutions adopted by the delegates were the following:—

That the federal Government amend the Unemployment Insurance Act and any directives issued under the Act so that municipal employees will continue to be covered by unemployment insurance and not be removed from the protection of the Act.

That in each province the provincial federation alone should be responsible to the National Union and that as a condition of membership, every organization or



Officers of the new National Union of Public Employees (TLC): left to right, Pat Lenihan, Vice-president; Garnett M. Shier, President; Robert P. Rintoul, National Director; and Aubrey T. Dixon, Secretary-Treasurer of the National Federation of Public Employees that was converted to the new National Union.

local should be a member of the Provincial Federation of Public Employees concerned and that where local unions already belong to local Trades and Labour Councils they should continue to do so.

That the National Director make an "exhaustive study" of the provincial Workmen's Compensation Acts as applicable to hospital employees, particularly in regard to coverage which may be provided for infectious and contagious diseases.

That the section of the Ontario Labour Relations Act that permits any council, board or commission to remove employees from the protection of the Act be repealed.

The following is the NUPE executive for 1955: President, Garnett M. Shier, Toronto; 1st Vice-president, Pat Lenihan, Calgary; 2nd Vice-president, W. Buss, Toronto; and 3rd Vice-president, A. T. Dixon, Regina. R. P. Rintoul, former President of the Alberta Federation of Labour, was appointed National Director and will also serve as Secretary-Treasurer.

Executive members of the Union are: British Columbia, T. Lewis and M. A. Pierotti; Alberta, P. Lake and W. B. Young; Saskatchewan, A. S. Cochrane and C. T. Fitzgerald; Ontario, W. H. Hilts and J. F. Haysbrook; Newfoundland, Mrs. G. Goosney.

A. E. "Jock" Tiffin Succeeds Arthur Deakin in Top U.K. Union Post

Arthur Ernest (Jock) Tiffin on June 15 was elected General Secretary of Britain's Transport and General Workers' Union, representing 1,300,000 workers, to succeed the late Arthur Deakin, who died on May Day (L.G., May, p. 512). It is considered Britain's key trade union post.

Assistant General Secretary since 1948, he had been Acting General Secretary since Mr. Deakin's death. He can expect to hold his new position no more than six years because the union's rules compel retirement at the age of 65; he is now 59.

Mr. Tiffin has been a trade unionist since 1911 with the exception of the First World War years, during which he was gassed and three times wounded.

Ordered to take outdoor work, he became a bus driver and joined the transport union. In 1932 he became a full-time district organizer and eight years later a regional organizer.

Mr. Tiffin has worked on drafting agreements covering workers in road haulage, nationalized gas and electricity supply, public water supply undertakings and in the paint-making trade. He has also been the principal negotiator of wages and working conditions of men and women who run London's publicly-owned buses. For seven years he was chairman of the London Trades Council and for a period was a trade union representative on the national executive of the Labour Party.

In 1954 Mr. Tiffin was the Trades Union Congress' official representative to the American Federation of Labour convention.

He is the representative of the TUC on Britain's War Office Territorial Army Advisory Committee and he serves as a member of the general purpose committee of the City of London Territorial Army Association.

Results of the voting were: Mr. Tiffin, 267,019; C. Brandon, London Regional Secretary, 146,366; F. Cousins, National Secretary of the Union's commercial transport group, 74,217; W. J. Tudor, National Secretary of the power workers' group, 57,078; H. R. Nicholas, National Secretary, metal engineering group, 44,415; and T. H. Hodgson, National Secretary, general workers' group, 26,972.

Number of Workers Covered by Pension Plans in Canada

Pension plans cover more employees now than ever before. In 1954, 70 per cent of those covered in Department's annual survey of working conditions were in plants with pension plans; in 1951, 62.7 per cent

The number of Canadian workers covered by pension plans has continued to increase steadily in recent years, according to information obtained from the annual surveys of working conditions conducted by the Economics and Research Branch, Department of Labour. As of April 1954, 70 per cent of the workers covered by the survey were employed in establishments in which pension plans were in operation, compared with 62·7 per cent in October 1951.

The total number of workers, office and non-office, covered by the 1954 survey was 1,824,000, of whom 1,260,000 were in establishments that reported having a pension plan. Not all these workers, however, were actually covered by the plans, since many of the plans had eligibility requirements based on age or length of service. In such cases, however, the younger or newer employees would expect to be covered ultimately if they remained in employment. A few of the establishments in the survey reported that their plans applied only to particular occupational groups. For purposes of the present statistics, such establishments were not included with those classified as having pension plans. Other establishments reported that their plans applied to male workers only. In such cases the figure for male employment was used where this could be ascertained. No figures are therefore available as to how many workers are actually covered out of the million and a quarter employees of firms where pension plans are in effect.

The 1954 survey covered 12,300 establishments in the main branches of Canadian industry, of which 5,600 reported the existence of a pension plan. This total of establishments would be considerably higher than the total number of pension plans actually in effect, since many of the reporting units are branches of firms which have a single pension plan for all their units.

The survey covered establishments employing about half the total number of wage and salary workers in the labour force. Establishments employing more than 80 per cent of such workers were surveyed in the mining, manufacturing and transportation industries, but smaller proportions in other industries, ranging from 63 per cent in public utilities to about 40 per cent in trade and finance, and 11 per cent in service. Forestry and construction were not surveyed. In general, the survey covered establishments with 15 or more employees. The coverage in finance consisted of banks and the head offices of insurance companies. The service group included laundries, hotels, restaurants and municipalities.

This article, the fourth and last in a series, supplies information on the extent to which pension plans are found in the main branches of Canadian industry. It is based on returns from the annual surveys of working conditions conducted by the Economics and Research Branch of the Department of Labour in 1951 and 1954. The three previous articles in the series were based on a separate study of 214 industrial pension plans in firms which had 500 or more employees in 1951. This difference in survey technique should be kept in mind when appraising the statistical findings. The three previous studies dealt with the following topics: contribution and benefit formulas (L.G., April 1954, pp. 519-525), retirement policies in pension plans (L.G., Sept. 1954, pp. 1238-1243), and vesting provisions (L.G., Jan. 1955, pp. 30-37).

The proportion of employees in establishments covered by the survey and reporting pension plans in each of these industries, as of April 1954, was as follows:—

Mining	61·0
Manufacturing	61·7
Transportation & Communications	91·6
Public Utilities	95·1
Trade	76·2
Finance	73·7
Service	65.6
Total	69·6

The survey results indicated clearly that larger firms are more likely than smaller ones to have pension plans. Less than half the establishments in the survey (45 per cent) reported that they had pension plans. However, this minority of establishments employed 70 per cent of the workers covered by the survey.

The growth in pension coverage over the past two decades is roughly indicated by camparing the results of the Economics and Research Branch surveys with two previous surveys conducted under different auspices and with different coverage.

In 1936-37, a survey by the National Employment Commission found that 8 per cent of Canadian establishments had a pension plan. Shortly after the war, in 1947, the Dominion Bureau of Statistics estimated the proportion to be almost 25 per cent. By 1951, according to the Economics and Research Branch survey, the proportion had risen to 37 per cent, and in 1954 to 45 per cent.

Present Coverage--Non-Office Workers

As of April 1, 1954, seven out of ten non-office employees covered by the survey of working conditions were employed in establishments in which pension plans were in operation (Table 1).

The highest percentage of coverage of non-office workers is in the Public Utilities group, in which 94 per cent of non-office workers are employed by establishments having pension plans. In the Transportation, Communications and Storage group, 91 per cent of non-office workers are employed by establishments having pension plans. Practically all railway and telephone companies have such plans.

While a figure is shown in Table 1 for non-office workers in the financial establishments covered by the survey, it should be remembered that these workers, commissionaires, maintenance personnel, etc., comprise only a small proportion of the total number of workers in the Finance group.

In Trade, 75 per cent of the non-office workers dealt with in the survey are shown as being employed in establishments having pension plans. As noted above, however, the present survey deals mainly with establishments having 15 or more employees; a considerable proportion of establishments in trade, especially in retail trade, have fewer than this number of employees, and are therefore not included in the survey. Pension plans probably occur much less frequently in such smaller establishments, and it is therefore likely that the percentage of coverage in Trade as a whole would be considerably less than that shown for those establishments covered by the present survey.

The proportion of non-office employees in manufacturing who are in reporting units

TABLE 1.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING PENSION PLANS, BY INDUSTRY, APRIL 1, 1954

NOTE: These figures do not represent the number of employees actually covered by pension plans, but the total number of employees in establishments in which a pension plan is in effect.

Industry and Industrial Group	Non-Office			Office		
	Number of Employees in Total Survey Coverage	Number of Employees in Reporting Units having Pension Plan	Per Cent	Number of Employees in Total Survey Coverage	Number of Employees in Reporting Units having Pension Plan	Per Cent
Mining	72,081	42,527	59·0	8,824	6,827	77·4
Gold mining	17,354	4,410	25·4	1,260	477	37·9
Coal mining	17,642	15,158	85·9	823	723	87·8
Other mining	37,642	22,959	61·0	6,741	5,627	83·5
Manufacturing	802,536	475,602	59·3	195,805	140,355	71·7
Durable goods	416,005	242,311	58·2	106,987	77,036	81·4
Non-durable goods	372,083	227,169	61·1	84,901	61,282	72·2
Miscellaneous	14,448	6,122	42·4	3,917	2,037	52·0
Transportation, Storage and Communication	232,104	210,481	90·7	66,053	62,694	94·9
Telephones	26,565	26,345	99·2	7,824	7,752	99·1
Steam railways	141,000	140,964	99·9	42,542	42,531	99·9
Other transportation	64,539	43,172	66·9	15,687	12,411	79·1
Public Utilities	24,538	23,115	94·2	14,846	14,344	96·6
Trade	158,722	119,731	75·4	65,458	52,129	79·6
Wholesale	32,318	21,645	67·0	35,243	27,794	78·9
Retail	126,404	98,086	77·6	30,215	24,335	80·5
Finance	2,529	1,283	50·7	60,322	45,021	74·6
Services	83,958	53,514	63·7	14,743	11,214	76·1
Other industries	19,744	11,069	56·1	2,028	1,689	83·3
Total	**1,396,212**	**937,322**	**67·0**	**428,079**	**334,273**	**78·1**

covered by pension plans is 59 per cent. While this is less than the percentage shown for some of the groups mentioned above, this group is numerically the largest covered by the survey and therefore has the highest pension coverage in absolute terms.

Table 2, which contains statistics of manufacturing broken down by industrial sub-groups, shows that the percentage of non-office employees in establishments reporting pension plans is higher in those industries in which establishments tend to be larger in size, as for example in products of petroleum and coal (94 per cent), chemicals (87 per cent), rubber products (84 per cent), and pulp and paper (84 per cent). In the two largest groups, however, transportation equipment and iron and steel products, the percentage of coverage of non-office employees is close to the average, 64 and 53 per cent respectively. This is probably because of the existence of many small establishments in these groups, as well as a few large plants.

Table 3 contains an analysis of the percentage of pension coverage of non-office workers by provinces in all groups

TABLE 2.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY MANUFACTURING GROUPS, APRIL 1, 1954

Manufacturing Group	Non-Office			Office		
	Number of Employees in Total Survey Coverage	Number of Employees in Establishments Reporting a Pension Plan	Per Cent	Number of Employees in Total Survey Coverage	Number of Employees in Establishments Reporting a Pension Plan	Per Cent
Food and Beverages	86,335	56,613	65·6	17,737	13,584	76·6
Tobacco and Tobacco Products	7,676	5,617	73·2	794	650	81·9
Rubber Products	14,382	12,110	84·2	4,425	4,030	91·1
Leather Products	21,404	3,207	15·0	2,250	414	18·4
Textiles (except Clothing)	46,910	29,930	63·8	7,354	5,398	73·4
Clothing (Textile and Fur)	62,207	16,820	27·0	6,443	1,913	29·7
Wood Products	59,017	17,691	30·0	6,366	2,135	33·5
Paper Products	65,645	55,165	84·0	13,015	11,371	87·4
Printing, Publishing and Allied Industries	28,273	12,930	45·7	15,735	8,691	55·2
Iron and Steel Products	122,684	79,140	64·5	32,593	20,657	63·4
Transportation Equipment	127,711	67,823	53·1	33,913	26,044	76·8
Non-Ferrous Metal Products	38,018	30,077	79·1	8,037	6,339	78·9
Electrical Appliances and Supplies	47,159	35,503	75·3	22,571	19,484	86·3
Non-Metallic Mineral Products	21,416	12,077	56·4	3,507	2,377	64·9
Products of Petroleum and Coal	9,407	8,842	94·0	2,876	2,715	94·4
Chemical Products	29,844	25,935	86·9	14,272	12,516	87·7
Miscellaneous Manufacturing	14,448	6,122	42·4	3,917	2,037	52·0
Total Manufacturing	**802,536**	**475,602**	**59·3**	**195,805**	**140,355**	**71·7**

TABLE 3.—NUMBER OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY PROVINCE, APRIL 1, 1954

Province	Non-Office			Office		
	Number of Employees in Total Survey Coverage	Number of Employees in Reporting Units having Pension Plan	Per Cent	Number of Employees in Total Survey Coverage	Number of Employees in Reporting Units having Pension Plan	Per Cent
Newfoundland	15,919	9,164	57·6	3,115	1,781	57·2
Prince Edward Island	1,316	629	47·8	330	179	54·2
Nova Scotia	46,465	31,789	68·4	8,890	6,772	76·2
New Brunswick	23,807	14,324	60·2	5,026	3,412	67·9
Quebec	351,038	210,421	59·9	86,691	65,669	75·8
Ontario	569,702	371,069	65·1	168,936	131,476	77·8
Manitoba	54,229	36,472	67·3	17,664	13,528	76·6
Saskatchewan	21,127	14,888	70·5	6,491	5,337	82·2
Alberta	49,751	34,376	69·1	15,705	12,910	82·2
British Columbia	118,207	71,802	60·7	27,096	20,496	75·6
Grand Total (1)	**1,253,236**	**795,243**	**63·5**	**340,223**	**261,728**	**76·9**

(1) Canada Total includes Northwest Territories and excludes Steam Railways and Banks.

except the chartered banks and steam railways, statistics concerning which are not available by province. The range of distribution is about 13 per cent if the non-industrial province of Prince Edward Island is excluded.

Office Employees

About three out of four office employees covered by the survey of April 1, 1954, were in establishments which reported that they had pension plans.

In the Public Utilities group, nearly 97 per cent of office workers were in such establishments, while in the Transportation, Communications and Storage group the percentage was 95.

Almost all financial institutions reported a pension plan but in a few institutions, with a total of approximately 25,000 office employees, the plan was reported to apply to male personnel only. In such cases only the male employees are included in the pension coverage, reducing the coverage to approximately 75 per cent.

Trend from 1951 to 1954

The two Economics and Research Branch surveys show a definite increase in the number of employees, both office and non-office, working in establishments where a pension plan is in operation (Table 4). This may be partly a result of increased employment in firms already having plans, but there is a clear indication also that the total number of pension plans in Canada has increased.

There were approximately 7 per cent more plant employees in establishments reporting a pension plan at April 1, 1954, than in October 1951. The increase is most noticeable for plant employees in Trade and Mining. In both Transportation, Storage and Communication and Public Utilities, the average was already quite high in 1951. In the Manufacturing industries, which represent some 75 per cent of the total number of plant employees covered by the survey, the percentage of plant workers in establishments reporting pension plans increased from 52 per cent in 1951 to 59 per cent in 1954. In the former year 68 per cent of office workers in this group were in establishments which reported that they had a pension plan; by 1954 this proportion had increased to almost 76 per cent.

TABLE 4.—PERCENTAGE OF EMPLOYEES IN ESTABLISHMENTS REPORTING A PENSION PLAN, BY INDUSTRY, OCTOBER 1951, APRIL 1954

Industry	Non-Office		Office	
	1951	1954	1951	1954
	(estimated)		(estimated)	
Mining	42·2	59·0	58·5	77·4
Manufacturing	51·9	59·3	63·0	71·7
Transportation, Storage and Communication	89·3	90·7	94·2	94·9
Public Utilities	97·2	94·2	98·7	96·6
Trade	53·9	75·4	75·2	79·6
Services	57·9	63·7	70·0	76·1
Total coverage	**60·1**	**67·2**	**70·2**	**78·1**

Netherlands Planning Old Age Pension for All at 65

The Government of The Netherlands last month announced its intention to provide old age pensions at age 65 for all persons residing in the country, regardless of nationality.

A Bill, to become effective January 1, 1957, was presented to Parliament June 30 by Jacobus Suurhof, Minister of Social Affairs and Public Health. It would introduce compulsory old age insurance for all persons residing in The Netherlands.

Laval University's 10th Annual Industrial Relations Convention

"Problems of authority within the enterprise" is theme of Convention. Among titles of six lectures given: evolution in scope of collective bargaining, role and responsibility of foremen, and of shop stewards

The tenth annual industrial relations convention of Laval University, held at the Chateau Frontenac in Quebec April 25 and 26, dealt with the "problems of authority within the enterprise" with particular attention to the role of the foreman and the shop steward.

Some 500 delegates attended the two-day convention, held annually under the auspices of Laval's Department of Industrial Relations.

The six lectures, which were followed by a forum on the future prospects of the foreman and the shop steward, dealt with the following subjects: Evolution in the Administrative Structures, Evolution in the Scope of Collective Bargaining, Evolution in the Personnel and Industrial Relations Functions, Role and Responsibility of the Foreman in the Enterprise, Role and Responsibility of the Union Steward, and Contacts and Conflicts between the Foreman and the Union Steward.*

At the closing dinner, Mgr. Alphonse Marie Parent, Rector of Laval University, in effect reviewed the general theme of the convention in his talk entitled "Crisis of Authority". He gave it a more comprehensive scope by analysing the problem from the triple point of view of the family, the city and the Church.

At the opening of the convention, Mgr. Parent welcomed the delegates, while Gérard Tremblay, Director of the Department of Industrial Relations, stated the theme of the convention.

Drawing conclusions in the course of a forum which followed the study days, the Assistant Director of the Department, the Rev. Gérard Dion, stressed the fact that it is up to the union and to the management of the "enterprise" to preserve the prestige of the foreman and the shop steward if good labour relations are to be maintained in the concern.

Opening Speeches

Mgr. A. M. Parent

"The University, by enlarging the compass of its teaching to take in the fields of labour and of industry, has been attempting to do its part to knit solid bonds of friendship between the social classes and thus to ensure peace in the industrial world," said Mgr. Alphonse Marie Parent, D.P., V.G., Rector of Laval University, at the opening of the convention.

He specified that the role of the Faculty of Social Science is to throw a little light and warmth on the social problems which arise, and in particular on the problem of labour-management relations.

Mgr. Parent added that peace will reign in the industrial world only in so far as "those at the head of affairs and those who are responsible for the various groups have set their hearts on putting all of themselves and all of their talents into the service of such peace".

Touching briefly on the theme of the convention, the Rector of Laval University recognized that this is not only a problem which involves a technical aspect but which rests on the basic principle of industrial relations itself.

"If you cannot speak of evolution in the administrative structures of concerns without establishing a new division of responsibilities," he said, "neither can you carry out this division without taking into account the great principle of the hierarchy among men, among organizations or the interests at stake."

Gérard Tremblay

Gérard Tremblay, Director of the Department of Industrial Relations, introduced the theme of the convention, noting that the very notion of the modern concern brings up the problem of authority, and that the exercise of this authority is a prime aspect of labour relations.

"The association of free men working together towards a specific end, which is

*A complete report of this convention may be obtained from the Laval University Press, Laval University, Quebec.

the production of goods or services, cannot be conceived of," he said, "without accepting the authority which will enable intellect, will-power and strength to be effectively directed towards the obtaining of that end."

Analysing the consequences of industrial evolution and the development of big business, Mr. Tremblay, provincial Deputy Minister of Labour, pointed out that the traditional structures of authority in the concern have "cracked under the impact of industrial giantism. Direct relations between employer and employee are over. Human relationships are becoming depersonalized. The foreman now represents only the first step in the chain of hierarchies."

Mr. Tremblay then noted that this industrial evolution has brought about the development of a powerful trade-unionism that has adapted itself to the forms of the concern and made necessary the organization of a personnel service.

He also noted that the personnel service tends to reduce the authority of the foreman at the human relations level.

In closing, Mr. Tremblay stated that "relations between capital and labour will not be really cordial and brotherly unless they are on the human scale".

Evolution in the Administrative Structures

Jacques St. Laurent, M.S.Sc., professor in the Department of Industrial Relations, analysed the considerable evolution in the administrative structures of enterprises and came to the conclusion that the affairs of big business will more and more become a matter of common concern.

Mr. St. Laurent stated that "it is not so much a question of knowing whether the determination of the course of business will be left to the Government, to the unions or to management, but rather on what terms management, labour and government will work together in sharing economic responsibilities for a better operation of business and the greater common weal".

In studying the evolution of authority from management's point of view, the speaker first considered the factors which influence the importance of the business leader's sphere of authority, and then proceeded to examine how it is used.

Mr. St. Laurent pointed out that business leaders' responsibilities have always been limited and relative and never full and absolute.

He stressed the fact that the business leader is at the mercy of the consumers' wishes and that he cannot therefore be held fully responsible for the movement of economic trends.

He added that the business leader is also subjected to outside pressures, from bankers, shareholders and suppliers, among others, that impede him in the discharge of his executive duties.

To these "pressure groups" Mr. St. Laurent added two others of more recent standing: government and labour unions.

The speaker pointed out that "government has gone right into the field of business". He recalled how the Government can, among other things, regulate bank credit, slow down or speed up production, determine price levels, distribute raw materials, promote or retard financial and business expansion, regulate labour.

Mr. St. Laurent said that "these are so many requirements imposed upon the business leader which hinder him in his work and reduce his importance in the operation of business".

He then studied the effects of the expansion of the trade union movement and said that trade unions have invaded the "preserves" of business leaders.

"Turned away 25 years ago, they are now universally recognized. They share with the employer responsibilities which the latter used to keep jealously for himself, besides imposing additional duties upon him."

He specified that it is through the medium of collective agreements that unions have succeeded in setting bounds on the business leader's initiative and authority.

"A new sharing of economic responsibilities has taken place," he said, "as a result of which duties have been taken out of the business leader's sphere of authority, others have been shared and still others have been added."

After considering the pressures from the outside that have limited the role of the business leader as a contractor, Mr. St. Laurent examined the internal evolution of authority.

He first noted the cleavage that has taken place in big business between shareholders and directors and in that way stressed not only the change in the sphere of control, the owners of the enterprise no longer availing themselves of their rights of ownership, but noted that even the directors, inasmuch as representatives of management comprise the majority of the board, have also become inactive.

"In view of the important consequences of the decisions it must make, manage-

ment today exercises and wants to exercise less individual power. Management by committees is now the style."

Looking into the future, Mr. St. Laurent expressed the opinion that future executives "will probably be much more true experts in management than specialists in engineering or accountancy or in any other field."

The speaker held that the future business leader will be more of an initiator and innovator than a co-ordinator and controller.

Evolution in the Scope of Collective Bargaining

"There is a general tendency towards the shifting, the reduction and the concentration of the centres of decision in the bargaining of collective agreements," said Gaston Cholette, M.Soc.Sc., conciliation officer with the Quebec Department of Labour, at the conclusion of his study of the evolution of collective agreements.

He noted that greater and greater responsibilities and more and more important powers are accumulating in the hands of a small number of negotiators.

According to Mr. Cholette, this tendency makes the economy much more vulnerable, but on the other hand it enables employers and workers "to set up structures of effective co-operation and to settle jointly a great many problems for which bargaining on a local scale, between small units, could find no solution".

The speaker considered evolution in the scope of the collective agreement from the point of view of the subject of the agreement, that is its contents, and from the point of view of the agents who negotiate it.

He stated that the bargaining of collective agreements is a process which "restricts the field of unilateral decisions on the part of the employer"; a method of "co-determination" of relations between employers and employees.

He stressed the fact that the collective agreement is in the first place a legislative measure which determines the essential structures of authority; that it also constitutes intervention of an executive nature, in that it regulates the existential exercise of authority; and finally that it restricts, in most cases, the judicial function of authority within the concern.

Mr. Cholette presented an extensive analysis of the contents of collective agreements, stressing the fact that there are today nearly 2,000 different clauses which may appear in an agreement.

"At the present time," the speaker concluded, "it seems that there is no very well-defined tendency towards broadening the contents of collective agreements. In labour groups the main concern has been to improve on advantages already acquired."

Mr. Cholette then went on to a study of the evolution which has taken place in connection with bargaining units, and reviewed the expansion of the labour movement in America. He also analysed the structure of the labour movement, bringing to light the nature of the bargaining units and the identity of the bargaining agents.

"The increase in the size of concerns, the movement of financial and administrative concentration which has introduced into them new structures of authority and the development of the market for produce and labour," Mr. Cholette pointed out, "have forced the workers to place their union organization on new bases, to enlarge its scope of activity and to reorganize its structure."

The speaker noted a "very distinct" tendency towards the expansion of the bargaining unit, either that the unit should now include more and more numerous and different categories of workers, that it be more and more extensive geographically or that it cover an ever-larger number of concerns.

Evolution in the Personnel and Industrial Relations Functions

"When management has understood that the investment of human capital in the concern implies rights which must be recognized just like those of citizens in their community, then real industrial democracy will have been achieved." These were the words of J. J. Gagnon, Personnel Director with the Aluminum Company of Canada.

Mr. Gagnon stated that industrial democracy, like political democracy, is a kind of responsible government.

In his analysis of the evolution of the "personnel" function, he dwelt on the place of prime importance which human relations must occupy within the concern.

Studying the different concepts of the role of labour in the concern, the speaker stated that the one which should be of interest to us is the one "by which the employer and the worker are shown as partners sharing the same responsibilities as well as the fruits of their joint efforts".

"This concept of partners in industry," he pointed out, "implies the acceptance of the idea of mutual confidence and respect and should make an essential contribution towards the attainment of the objectives of all industrial and business concerns: the satisfaction of the owners, the employees, the customers and the public."

Mr. Gagnon mentioned four objectives of all industrial concerns as follows:—

Offering reasonable and satisfactory anticipation of profits to the shareholders and security of employment and good wages to the employees.

Offering a product of superior quality to the customers.

Offering guarantees of good relations to its employees.

As a member of the community, the concern must adjust itself socially.

Recalling that it is within this framework that a personnel program must be drawn up, he pointed out that a personnel program involves not only specialists in industrial relations or personnel management, but also, and more particularly, those who supervise workers by virtue of their administrative functions.

With regard to the objectives of personnel management, Mr. Gagnon stated that management must draw up a program which will take into account the following four points:—

Determine the needs of the concern with regard to the number and type of occupations to be filled.

Recruit the best possible employees to make up the ranks and the supervisory staff of the organization.

Train and instruct the employees in the most effective carrying out of their responsibilities and help them to attain the optimum development of their individual capacities.

Create and maintain a desire to work efficiently and to remain in the employ of the concern by good labour relations, good working conditions and wages which bear comparison.

"The fundamental value of a personnel program," he said, "lies in the fact that it helps to form a co-operative group of employees who are willing and who wish to give their utmost in the form of increased productivity."

Dealing with the obstacles that are prejudicial to the application of a personnel program, Mr. Gagnon stressed the fact that "prejudice, ignorance and ill-will, which make personnel management sometimes difficult and very often discouraging," have to be faced.

The speaker then analysed the different structures under which industry functions, stopping at the one known as "line and staff".

Under this structure, he said, the operating personnel have final and complete authority to make decisions.

"Too often when the personnel department has the responsibility of making decisions, when that should normally be a matter for the operating or 'line' personnel, the status, prestige and efficiency of the supervisory staff have suffered greatly and have been considerably reduced. What matters for the personnel department," he specified, "is not formal authority but informal authority."

Examining the factors which have transformed industrial relations and given rise to a more and more specialized supervisory personnel, and which have left a profound mark on the organization and on administrative functions, the speaker mentioned the following:—

The rationalization of labour.

The scarcity of labour in time of war.

Programs of social welfare and insurance.

The incidence of the collective agreement.

Government activity.

The growth of large concerns.

In conclusion, Mr. Gagnon stated that the future holds in store a new type of administrator, whose knowledge of the very nature of industrial organization must be greater and greater.

The future administrator, according to the speaker, if he is to do his work well, must be in a position "to express himself in terms which represent precisely the various realities of the industrial phenomenon and all that it involves in the way of technique, economy, social and human organization".

Role and Responsibility of the Foreman in the Enterprise

R. R. Grondin, Personnel Director of the Canadian Resins & Chemicals Company of Shawinigan Falls, examined the role and the responsibilities of the foreman in modern enterprise and came to the conclusion that "no other group of management is entrusted with a greater variety of responsibilities".

Mr. Grondin said that "he must be teacher, pupil and co-operator at one and the same time. He must constantly teach his subordinates, continually cultivate the

art and science of management and be an active and responsible member of the team."

Stressing that 30 years ago the part of the foreman consisted in seeing that the work was done, Mr. Grondin pointed out that the duties of the foreman are now much more rigid than previously and that his responsibilities have been changed.

The speaker stated that in order to keep pace with the expansion and specialization of enterprise, the foreman has also had to become specialized himself and to assume many new responsibilities as a result of the advent of trade unions.

Mr. Grondin pointed out that the foreman has been obliged to assume the responsibility of interpreting and applying the clauses of the collective agreement, and that he will not be able to do so unless he is entitled to have a say in the matter.

He stated that "the foreman is better able than anyone else to inform top management of the difficulties of enforcement, of the resistance to certain principles which he must face in the plant and of the status of his relations with the shop steward".

Mr. Grondin suggested that adequate conferences be held before negotiating a contract, to be followed by detailed discussions with the negotiators after the signing of the contract.

"The collective agreement is the law governing both employer and employees in the plant, and the way in which it is applied and observed depends largely on the foreman. The functional character of a contract," he added, "can only be understood and interpreted by a foreman who is really part of management. When he understands what the contract means to management, he can then use it to promote good relations and a spirit of co-operation with the workers and the union representatives."

Mr. Grondin stated that very few foremen are fortunate enough to understand the purpose of management as expressed in the policy. He suggested that foremen be allowed to share in the creation and elaboration of the methods relating to personnel.

The speaker added that the foreman needs to be recognized as much for what he is worth as for what he may become if encouraged to develop his talents.

Mr. Grondin said in conclusion that "the foreman is the key man in modern industry and the success of the enterprise, from the human as well as the financial and technical point of view, depends to a great extent on the way in which he does his job."

Role and Responsibility of the Union Steward

René Gosselin, President of the Textile Federation (CCCL), spoke of the role, responsibility and duties of the shop steward and came to the conclusion that he is "the key man of all the union's relations in the plant".

The role of the shop steward, according to the speaker, consists in representing the union with the workers and in representing the workers with the employer.

He has a double duty: to obtain the maximum efficiency from the collective agreement and from the union.

Mr. Gosselin said that "the shop steward is the fundamental fighter in the trade union movement. His role is vitally important. The most active unions do not have to be awakened at every renewal of their agreement, never neglect the settlement of any grievance, and have competent shop stewards."

The speaker pointed out that the shop steward needs special training. He must have a lot of good sense and a good knowledge of his own trade and be liked by his fellow workers. He added that the steward must have a thorough knowledge of his collective agreement and know the problems of the enterprise where he works.

The speaker stressed that "he could never be selected too carefully".

Mr. Gosselin analysed the role of the shop steward in regard to the collective agreement, stressing his responsibility in the matter of grievances.

He said that "if the shop steward wants to gain the confidence of all, of the foremen as well as of the workers, he must be careful to submit only those grievances which are justified".

Turning to the role of the shop steward within the union, the speaker said that he is "the indispensable link between the members and the union's executive committee".

The speaker specified that "in the eyes of the workers, the shop steward is the whole union. We meet him every day, we speak to him when we have difficulties and we apply to him for necessary information."

Mr. Gosselin stated in conclusion that the shop steward "makes sure that the collective agreement is respected and contributes to the recognition of the human rights of the workers".

Contacts and Conflicts between the Foreman and the Union Steward

According to Derm Barrett, Personnel Director for the Canadian National Railways at Montreal, the frequency, the object and the tone of relations between foreman and shop steward are influenced by the general atmosphere of the labour relations in the concern.

The speaker dealt with the relations between foreman and steward from the point of view of contractual contacts, that is, those that have to do with the settlement of grievances, and from the point of view of non-contractual contacts, namely human problems in industry outside the bounds of the collective agreement and the grievance procedure.

"In principle," he said, "it may be noted that good relationships exist when there is an exchange of views."

The speaker dealt with the differences in the frequency and the type of grievances, analysing the variations between industries, between concerns and between various sections of the same concern.

"It becomes difficult," Mr. Barrett noted, "but not impossible, for the foreman and the shop steward to establish relationships between them which are not influenced by their personal opinion concerning the union on the one hand and the management of the concern on the other."

He also stressed the fact that the attitude, the ability and the personality of the foreman and the steward are among the most important factors governing the variations.

The speaker drew the attention of the delegates to a report from the committee for the study of the causes of industrial peace dealing with the opinions and attitudes of management towards the union and of the union towards management. He summed up the attitudes and opinions common to all good relations as follows:

Management is not only willing to accept or to recognize the union, but it also considers that there are certain advantages in bargaining with a strong, well-disciplined union; it even goes so far as to encourage the workers to join and support the union. Management accepts the fact that the unions are organizations of a political as well as an economic nature, for their leaders need the support of their members. Management is in the habit of entrusting the responsibility for good human relations in the concern to the union representatives. Finally, management considers the employees as human beings; in particular, it gives practical consideration to the need to respect the dignity and the value of the individual in the concern.

On the part of labour, the investigation revealed complementary opinions and attitudes. Union leaders consider that the union is not a protest organization, nor is it the partner of management. They believe that the main function of the union is to supervise or to moderate the acts of management.

Mr. Barrett emphasized that the foreman and the steward will be more inclined to attack the settlement of grievances systematically, to make contacts more spontaneously and to discuss things more easily when they find themselves in an atmosphere of organized human relations, free from prejudice and from deeply rooted antagonism.

According to the speaker, a great many of the problems which come up in a concern are the result of the supervision exercised by the foreman.

"Generally," he said, "employees do not react against the authority of the foreman, which they usually consider a legitimate authority; they react against the way in which this authority is exercised."

In order to achieve good relations, Mr. Barrett pointed out, you must not only have good intentions but you must also be familiar with the role of psychological and social problems in the life of the shop and be able to analyse and to solve these problems properly.

Crisis of Authority

At the dinner which brought the convention to a close, Mgr. Alphonse Marie Parent, Rector of the University, stated that authority, whether it be family, civil or ecclesiastical, is the greatest good given to free man to help him attain his natural and supernatural end.

Analysing the crisis with regard to authority through which the world is passing, the speaker summed up Catholic thought concerning this problem and set forth the responsibilities which authority implies in the family, in the civil community and in the Church.

"In every society," Mgr. Parent pointed out, "authority is the essential principle which is just as necessary to that society as society is itself necessary to man for the attainment of his perfection and his happiness."

Mgr. Parent stressed the fact that an abstraction must not be made of authority. "It is in the persons who exercise it that it must be respected and loved," he said, "as the pre-eminent good which must be recognized in spite of the imperfections necessarily found in those who exercise it.

No pretext must be made to refuse a power delegated to mortals by the divine authority."

He noted that the crisis with regard to authority is taking new forms according to the evolution of business concerns and of authority itself within the concern.

Mgr. Parent specified that the subjection of man to man is far from being incompatible with the dignity of reasonable nature.

"In the political community," he said, "it is not a question of the subjection of slaves, but of free men. The difference between the two is this: the slave exists for others and is subject to others for the good of others; free man is subject to authority for his own good and for the common good of the city."

In closing, Mgr. Parent, in an examination of the question of authority within the Church, said: "The Church is not the political authority but the authority of the Church requires that political authority, like the life of the citizens, shall be moral."

McGill University's 7th Annual Industrial Relations Conference

With record number of delegates attending, five prominent speakers discuss "Industrial Conflict and Dispute Settlement". Minister of Labour is banquet speaker. Panel discussion concludes proceedings

A record number of delegates—close to 250—attended the 7th annual industrial relations conference at McGill University on April 18 and 19. The theme of the conference was "Industrial Conflict and Dispute Settlement".

Five speakers addressed the gathering, including the Hon. Milton F. Gregg, Minister of Labour, who was the banquet speaker. Two of the speakers were from United States universities, one was a management spokesman and one was a union official. A panel discussion—an innovation this year—with one leader representing management and one labour concluded the proceedings.

The conference was opened by Dr. F. Cyril James, Principal and Vice-Chancellor of McGill, who told the delegates that the solution of problems of human relations, to which the two days of the conference were being devoted, was probably of most importance today, more important than the solution of medical problems and more important than the solution of technological problems.

Dr. Wilbert E. Moore

The first paper presented to the conference, "The Nature of Industrial Conflict" by Dr. Wilbert E. Moore, Professor of Sociology at Princeton University, laid the foundation for the addresses that followed. In it Dr. Moore defined some of the terms used in the literature on industrial conflict and outlined the sources, occasions, manifestations and scope of conflict.

He began by pointing out that language and thought are closely intertwined, that the words we use to define objects and events reflect patterns of thought, and that words indicate both how we evaluate the world and what we claim to be seeing. He showed that most of the words used in talking about industrial conflict are borrowed from military terminology: the word "conflict" itself, strategy, tactics, weapons. Only the word "strike" has a denotation peculiar to the description of industrial relations. (He defined "strike" as "an incomplete transaction in the labour market".)

Less colourful synonyms for these words, he said, might tend to destroy the "posture of pugnacity" surrounding industrial conflict. "We tend to exaggerate and distort the significance of industrial disagreement by language—and therefore thought—that abounds in the metaphor of armed warfare," he stated.

Industrial conflict, then, may be broadly defined as all disagreements arising from varying interests at the work place, Dr. Moore said, disagreements between groups "crudely identifiable as management and labour". This definition, he pointed out, does not take into account either the reasons for disagreement or the manifestations or consequences.

Dr. Moore then proceeded to discuss the sources, occasions, manifestations and scope of conflict.

"There is always present in every administrative organization the potentiality of conflict, i.e., lack of agreement, between individual motives, needs and interests and those of the organization as a whole," he said. "Some form of group conflict is likely to ensue wherever a number of individuals share the same dissatisfactions between individual and organizational goals."

In any organization, actual or potential conflict has seven possible sources, he continued. Disagreement is probable, he said, between:

1. Those who only receive orders
   and
   Those who give or transmit orders.
2. Those whose primary loyalty is occupational
   and
   Those with primary organizational loyalty.
3. Members of occupational groups that cut across employer lines
   and
   Members of only internal occupational or functional groups.
4. Those at the ceiling of a standard career
   and
   Their administrative superiors.
5. Expert subordinates
   and
   "Lay" administrators.
6. Those having distinct social origins, backgrounds, career expectations
   and
   Those with different backgrounds, etc.
7. Those with vague, ill-defined jurisdictions or new specialties
   and
   Their competitors, including those with former broader responsibilities.

All but the last of these may apply to labour-management relations, he pointed out. But, since every one applies to other individuals or groups in the modern industrial organization, we should not overexaggerate any one kind of conflict.

Conflict may be over issues or over problems, Dr. Moore continued. He classed as "issues" such things as enlarging the scope of bargaining, group survival and power position, and new pattern-setting on wages and other contract provisions. As "problems" he listed interpretation and modification of existing agreements, the use of grievance machinery, and "indulgency patterns".

On the scope of bargaining he said:

The scope of bargaining is a continuous potential source of disagreement. Merely providing for collective bargaining does nothing to determine its scope. One supposes, in fact, that the scope of bargaining cannot be finally and equitably settled in a changing industrial civilization with democratic forms.

With the separation of ownership and management, managerial prerogatives based on property become managerial functions based on performance. How these functions will be performed and by whom is not a matter to be settled by fiat but by experience and occasional challenges and trials of strength. Management is no longer ruler by divine right; and the crime of *lèse majesté* ceases with the end of a monarchy. A strike, in other words, is an act of disloyalty only if management deserves loyalty. Union participation in management endangers the union's protest function more than it violates any prescriptive rights vested in managers.

On group survival and power position he said:

Whether danger is real or imagined, concern for sheer survival tends to be an issue for some unions and some managements. Under these circumstances manifest conflict is always a fairly immediate potentiality. But short of real collapse of either antagonist, letting conflict take place may be wiser and more reassuring than premature intervention. Tests of power have positive functions and may stabilize long-term relations. Strikes may sometimes be avoided at the cost of continuous tension and allowed to take place with considerably greater mutual respect. Peace may come too high; and even a seemingly weak antagonist may be strengthened by defeat but weakened or killed by the kindness of a spurious victory with governmental intervention.

On pattern-setting he said:

We can expect more pattern-setting by bargaining with big than with small producers in the same industry, in capital goods as compared with consumer goods, and with strategic as opposed to non-strategic producers.

A pattern-setting dispute may be very severe and efforts to end it grow as a strike continues. I suggest it may be a very sensible and economical way to settle the wage formula for an industry and even for major sectors of an economy. It is something like having armies lined up in battle array and then settling the war with a duel. If the sides are about evenly matched, this at least will save treasure and lives. In all fairness, however, the duellists should rotate for successive engagements.

"Problem" disputes are less severe, Dr. Moore went on. "They tend, however, to represent the continuous short-run adjustment to changing or otherwise unexpected situations."

He said the grievance procedure often introduces flexibility on behalf of individuals, "who may otherwise be as submerged in collective relations as they were formerly by impersonal bureaucracy".

Turning to "indulgency patterns," which he described as little variations from the norms or departures from standard operating procedure that grow up through time and in a vague way are expected but not recognized as rights even by workers. "A

rule-minded management can legitimately abolish these indulgences but cannot safely do so," he said. "Violation of habitual privileges will not be the stated cause of open disagreement but may be the source."

Dr. Moore then turned to the occasions of conflict. He said:

> The occasions of conflict may have scant relation to sources. Spontaneous or wildcat strikes may seize on some slight grievance for a dispute that seems out of all proportions until one knows something of the accumulated tensions and grievances. On the other hand, even careful planning of industrial relations may deliberately separate the timing of a strike or threatened strike from its real basis.... It is perhaps worth adding that the establishment of continuous collective negotiations tends to bring occasions and sources of conflict into closer proximity.

In his discussion of the manifestations and scope of conflict Dr. Moore stated that the measurement of industrial disputes was poorly developed. "Counting settlements as victories or defeats for either side may give some crude basis of the shifting balance of power, on the somewhat unrealistic assumption that the nature of grievances remains constant," he said, but "this measurement tells us little about the magnitude of conflict."

Turning to what he called "interrelations of variables," Dr. Moore said that an analysis of industrial disputes that stops with identifying situations by concepts permits no predictions. It was possible, he said, to say that bargaining over issues will be marked by explicit aims, management and union units that are strategic in their respective spheres, integrated plans, and high correspondence between the occasion and source of the disagreement, while bargaining over problems will likely involve small local units, be concerned with procedures, i.e., tactics, and be the product of largely unspoken dissatisfactions that are hidden behind an official occasion for the disagreement.

Dr. Moore then listed some of the costs of conflict and the costs of peace. Some costs of conflict, he said, are apparent:—

Tensions and dissatisfaction are likely to show up in absenteeism, turnover, restricted output, etc.

Work stoppages have obvious economic costs.

In addition, repeated conflicts involving the same parties tend to freeze cleavage lines and harden loyalties to the partisan groups but destroy the basic interdependent interests of both, which result may be useful to the parties as conflict groups but are costly to the contestants, and to the economy because it may perpetuate an inflexible organizational pattern that does not permit either side to make otherwise sensible changes in membership and organization. And perfectly appropriate disputes within management and the union are likely to the suppressed in view of the unity that continuing hostilities engender.

On the other hand, Dr. Moore said, peace also is costly and conflict can sometimes be viewed as preventive therapy that avoids more serious complications. "Overt disagreement has the advantage," he explained, "of bringing issues into the open, of airing and clearing away submerged tensions and frustrations, and conflict often leads to redefinitions of rights and responsibilities."

Pointing out that democratic elections could be called "political conflicts" because they represent public disagreements between partisan groups, he suggested that "we should be as reluctant to give up" industrial conflict as we are to give up democratic elections.

During the discussion period that followed Dr. Moore's address, the following exchange took place:

> Q. A tension situation at the employee level is considerably heightened by the existence of a union. Is that not a potential source of tension? It seems to me also that the union has a vital effect on how tensions develop into conflict and alters the nature of conflict; therefore there will be a tendency for a union, where there are problem-creating tensions, to blow up the problem into an issue in order to command the loyalty of the employees. That is the type of problem with which we are most often confronted. Can we have a discussion on this type of organizational conflict situation. Does not conflict in an organized situation differ from a conflict in an unorganized situation?
>
> A. I agree with most of your points. I did not mean to leave the union out of the picture. A union may be considered part of the situation or the way in which conflicts may be crystallized. If a union feels insecure it may certainly modify problem bargaining into issue bargaining. This is one of the strongest arguments for giving union security. The union leadership has its own organizational problems and it pays management to recognize this as the reason for some conflict; it would be wise for management to say: "How can we settle this?" Management, too, has conflict within its ranks during bargaining but it is secretive because management is not a democratic organization as a union is. Wise union leadership can make use of this, too, by saying to management: "How can we help you?"

Prof. David L. Cole

"Collective bargaining is the instrument through which we must seek labour peace," said Prof. David L. Cole of Cornell University, who spoke on "Achieving

Agreement in Collective Bargaining". "And to a very large degree the attitude with which it is employed will determine its value; those who desire some formula type of approach are bound to be disappointed."

Prof. Cole, who among other assignments as an arbitrator served in 1952-53 as Director of the United States Federal Mediation and Conciliation Service, based his talk largely on his experiences as the third party in labour-management disputes.

Although his paper was titled "Achieving Agreement in Collective Bargaining," he said he preferred the word "understanding" to "agreement". Use of the latter word, he said, "presupposes that the agreement itself represents a complete accomplishment". He thought that may be a false premise because the so-called agreement that is the product of legal or government compulsion does not command of the parties the same sense of obligation, the same feeling of responsibility to uphold it, that they would normally feel towards an agreement that is "truly their own". An agreement that is not voluntarily made by the contracting parties may not accomplish its prime purpose of creating a period of tranquillity, he pointed out.

Traditional and habitual animosities still exist in labour-management relations, Prof. Cole continued. "We are less than a generation removed from the harsh days of labour organization and traces of the old, deep-seated antagonisms reveal themselves in various ways. They may manifest themselves in the otherwise unexplainable failure to resolve minor grievances and the willingness to strike, or to endure a strike, over relative trifles."

To describe his view of collective bargaining he quoted from a report made by a committee, of which he was chairman, appointed by the Governor of New Jersey to review public utility labour legislation:

> Efforts have been made to prohibit strikes, particularly those of a critical nature, and at the same time to preserve the highly desirable process of free collective bargaining, recognizing, however, that the withdrawal of the right to strike seriously impairs the desired equality of bargaining power and consequently the efficacy of collective bargaining itself.... Unique, in that all sides agree thereon, is that the desirability of the process of collective bargaining, the promotion of equality in bargaining power and the effective use of collective bargaining is our basic policy in industrial relations. It is most significant that criticism of labour relations laws never seems to include an attack on this process. Considering the numerous occasions in which disputes are not settled until after there has been resort to a strike, it may seem odd that confidence in the value of collective bargaining nevertheless persists.

> The parties to an industrial dispute often are just like some Canadians involved in a court case—they don't want justice, they just want to win. So said Prof. J. C. Cameron, head of Queen's University's Industrial Relations Department, in a recent address to the Gananoque Rotary Club. "Every time I arbitrate," he said, "I am called a fool by the losers. The winners are happy."

This is so for three reasons: the first is that we know that a strike or the threat of a strike is an essential part of negotiations—without it there could hardly be an approach to equality in bargaining power of the kind which our law seeks; the second is that the denial of the right to strike would be incompatible with tradition and would strip the element of voluntarism from the labour agreement, which is the objective of the process of collective bargaining as we understand it; the third is that we have not been able to devise a method of establishing the wage rates and other conditions of employment that is more efficient and at the same time consistent with our basic political thinking. The totalitarian kind of imposition and prohibition is abhorrent to us and no authoritative voices have been raised to advocate such a force.

We must recognize, however, that collective bargaining is not easy. Conflicting self-interests must be reconciled, accommodations must be made which are based on reasonableness. It is believed that the process will improve with time and experience and with the realization that more can be gained from intelligent moderation than from constant industrial strife, which concerns itself only with immediate advantages. This type of understanding comes gradually and anything that relieves the parties of their responsibility to work out their own differences simply defers the time when the most effective use will be made of the process of collective bargaining. Devices which the law substitutes may give one or the other of the parties a temporary advantage but basically anything that obviates the need of the parties to come to agreement is unsound.

It has been found many times that when complete agreement is unattainable, the parties who bargain in good faith will try to reach agreement at least on some acceptable procedure to resolve their differences. This is a valuable part of the voluntary process.

We haven't yet agreed on the essential objectives in industrial relations, Prof. Cole continued. "The predominant aim in many situations today is still victory in a particular case, with very little regard to the long run of things."

Yet there are encouraging developments, he went on, declaring, for example, that government mediation efforts are better received and accepted than they were.

The speaker believed there was a tendency for the "atmosphere" of negotiations to spread, that not only do the wages and working conditions agreed upon in a major industry guide other industries but

also that the spirit of negotiations or of the relationships for a given year are set by the key industries.

"In any human relationship the behaviour of one participant to a large degree dictates the conduct of the other," Prof. Cole believed. "Sometimes the attitude of one is induced by what he *believes* the attitude of the other probably will be, even before the other has tangibly displayed anything that warrants this belief." To illustrate this he described how John L. Lewis, President of the United Mineworkers of America, had failed to appear before a Presidential fact-finding board, despite the fact that he had recently been heavily fined for violating an injunction, because he believed that the coal producers wanted to create a crisis and because he believed that an attempt would be made to compel him, by an injunction, to bargain. When the board removed those two impediments, the parties concluded a complete contract within three days.

Prof. Cole listed four aspects of the problem of attitudes: as to collective bargaining as a whole, as to arbitration, as to public opinion, and as to the attitude of the arbitrator himself towards the parties.

About the collective bargaining aspect he explained that disputes have to go through a maturing process before they are ready for settlement, that there comes a time that is fruitful for making an agreement. Good negotiators and good mediators must have a highly developed sense of timing to recognize that time when it comes, he said.

"It is an illusion to believe that there are clear-cut answers to the highly antagonistic and controversial problems in industrial relations. There is no absolute right and wrong and that is one of the reasons we must have this lapse of time before we get the feel of what appears to be livable, agreeable and basically just and equitable," he declared.

About the arbitration aspect he said:

> It is always open season on the arbitrator. Seldom is it considered bad taste to make him the scapegoat. He is criticized for being too legalistic or technical and also for being too informal and not sufficiently observant of the legal rules of evidence and procedure. He is charged with being inconsistent with other arbitrators and with equal force fault is found with him for following precedents.

"Yet, curiously," he continued, "arbitration is a device particularly useful to management and labour because they are unable to resolve their own differences." Some of the most serious criticisms of the arbitration process has no foundation in fact and labour arbitration has largely been of the pattern-following nature. "The terms resulting from arbitration have not been materially different from those customarily worked out in negotiations. If anything, the advances attained by labour have been somewhat less or somewhat slower than through negotiations." Prof. Cole pointed out that only the maintenance of membership form of union security and the industry-wide adoption of a retirement program were achieved through arbitration but that escalator clauses, the annual improvement factor in long-term contracts, existing guaranteed wage plans, profit-sharing schemes, and the earlier forms of non-contributory pension plans were either created by the unilateral action of employers or were products of collective bargaining.

Various other advances in the form of minimum standards were the result of legislation rather than arbitration, he added.

On the aspect of public opinion, he declared that, while the experts say there is no such thing in labour disputes as *a* public opinion, only a series of different public opinions, he was convinced there is a discernable feeling in opposition to the shutdown in basic or critical industries and that the knowledge of this has an influence on the parties. "The desire not to displease the public is a real force in such situations," he said.

He warned, however, against either party attempting to influence public opinion through statements to the press or through paid advertisements. Public repetition of extremely partisan viewpoints does not influence the public, he said. The results of such efforts have been largely to solidify the positions of the parties and to make the task of reaching understanding appreciably more difficult.

On the aspect of the attitude of the arbitrator to the parties, he explained that in his early experience as an arbitrator he believed his sole function was to get rid of the dispute but that over the years he had come to realize that that was a "bad mistake". The neutral has a greater duty, he said, "the duty of leaving the parties in a better frame of mind than when he entered the picture".

Summing up, Prof. Cole said that collective bargaining was the instrument through which we must seek labour peace, that there was no formula, that the forces that govern labour-management relations are largely intangible and cannot be made to apply to all situations at all times. Although this

makes for uncertainty, he said, it does not portray failure or hopelessness. "We have made progress and we have seen improvement; but it does emphasize the need for a certain type of talent and understanding with a good deal of patience and resourcefulness." "This applies primarily," he pointed out, "to the representatives of management and labour and by no means only to those who serve in a neutral capacity."

During the question period that followed his address, Prof. Cole was asked whether government intervention was a desirable method of encouraging collective bargaining. He replied that he thought government intervention should occur rarely because he thought it a dangerous practice. "The greater the responsibility left with the parties, the better the results will be in the long run," he said.

Asked what principles guided him in making arbitration decisions, the economic theory of wages, public policy, the ethics of the situation, etc., he replied that there was no one answer. "It's a mistake," he went on, "to believe that a good arbitrator merely splits the difference; he bases his decisions on the considerations the parties themselves would have taken."

Later he said that the agreement arrived at through collective bargaining was reached in a different spirit than one imposed by government intervention, although the two might look the same on the surface.

Answering a question on the setting up of boards of arbitration, he said it would be a better arrangement if the management and labour nominees served without a vote. "The neutral has the right to have the advice and counsel of partisan members but he should not be forced to amend his opinion in order to avoid a three-way split," he explained.

Hon. Milton F. Gregg

The Government's efforts in the settlement of industrial disputes are often severely criticized and many changes in the conciliation system have been proposed; but, said the Hon. Milton F. Gregg, Minister of Labour, there will have to be much further study of the conciliation process before a decision can be made on the effectiveness of the proposed changes.

"Until there is more proof of serious deficiencies in our present conciliation procedures and of the virtue of proposed cures," he said, "I am reluctant to make any far-reaching changes in the procedures set out in our present federal Act."

Speaking on "Social Responsibilities and the Conciliation Process" at the conference banquet, the Minister added some suggested ways in which "our methods of conciliation have had a positive effect on labour-management relations".

Beginning with a description of the criticisms to which government conciliation is subjected, Mr. Gregg told how the Government's conciliation machinery is often charged with failure, especially by the public, if a dispute is not settled. "The criterion of success, in the eyes of the general public at least, is the ability or inability of the conciliation system to bring about a quick settlement," he pointed out.

He then referred briefly to Canada's early conciliation legislation, the Industrial Disputes Investigation Act, telling how it was passed in 1907 "following great public excitement over an eight-month coal strike in the Lethbridge area". He cited this dispute as an example of how the public dislikes strikes in which the public welfare is "immediately and directly" involved.

Quoting from the report of the conciliator in that dispute, W. L. Mackenzie King, who wrote that "in any civilized community private rights should cease when they become public wrongs," Mr. Gregg declared that "a government's industrial relations policy must be built on the principle that the welfare of the general public must be considered". This, he said, was one of the Government's social responsibilities in the industrial relations field.

Another social responsibility he described thus: "It is in the public interest that collective bargaining should work well, and to encourage this, I believe, is another social responsibility of government in its approach to conciliation." He led up to this statement by pointing out that the avoidance of work stoppages, while still of major importance, was a negative objective and that the conciliation process could take a more positive direction by aiding the parties, through legislation and otherwise, to work out their differences.

"No two collective bargaining relationships are identical," the Minister continued, "just as no two marriages are identical." Just as it is foolish to attempt to define a universal formula for a happy marriage, so with bargaining relationships: "the parties have to work things out for themselves".

Turning to present dispute settlement procedures, Mr. Gregg pointed out that compulsory arbitration was "an essential feature" of the Canadian system. About this system, he continued, we should remind ourselves of two things: that the

system was originally designed to cope with disputes that involved the public interest and was extended and refined during the war years when almost any work stoppage was a threat to the war effort; and that our experience with the system over a wide range of industry was still quite short, only about a decade.

The Minister then dealt with the criticism that conciliation procedures are too slow and that the uncertainties and irritations from long delays sometimes hinder rather than help in the solution of differences. "It has been charged that delays in conciliation are sometimes the real reason for eventual strikes," he said, and it has been said that conciliation "may be a warming-up period rather than a cooling-off period."

While agreeing that "the conciliation machinery should be made to function as rapidly as possible," he said that further study of the time factor in conciliation and its effects on bargaining relations is needed.

"In the federal Department of Labour we make a determined effort to avoid administrative delay," Mr. Gregg said, "and take some pride in our record in this respect. The delays that do occur often arise out of the problems of conciliation boards in arranging their meetings and in accommodating the parties.

"A responsibility is on the bargaining parties as well as on government to avoid extensions of the time limits. The law cannot force conciliation to work well. Those who use the process must use it for the purpose for which it was designed and not as a means of manoeuvre into a position of advantage. They must *want* to make it work."

A more recent question, the Minister continued, is whether boards of conciliation do, or even can, effectively perform their primary function: to get the two parties to agree. It is being charged first, he said, that conciliation boards do not really conciliate and second, that the parties make use of conciliation as a bargaining tool rather than as a means of settling the issues in dispute.

In connection with the first charge, he went on, it is said that, while the guiding principle of conciliation is to induce the parties to agree regardless of the merits of the positions taken by each, in practice many board chairmen "operate on the assumption that their function is to make recommendations for settlement based on the merits of the case". Critics charge that chairmen make little or no attempt to find out if the parties are willing to alter their positions and declare that this situation results from the chairmen's misconception of their function; from the appointment of judges, accustomed to the judicial approach, as chairmen; and from the requirement that boards submit reports containing their recommendations for settlement of the dispute.

In connection with the second charge, it is said that:

> Often, either or both of the parties will take a case to conciliation before genuine attempts to negotiate differences have taken place.
>
> Either party may feel that it will have a better chance of gaining its objectives if the report of a board of conciliation is in support of its position and will try to manipulate a board into rendering an award favourable to its point of view.
>
> In any bargaining prior to conciliation there will be a tendency for either party to withhold concessions which might weaken its position.
>
> During the conciliation hearings, concessions will be withheld because both parties want to get the best possible report from their point of view as a basis for future bargaining.

"In other words," the Minister said, "it is contended that conciliation procedures are being used, not as a method for solving differences but as a base from which to conduct future bargaining. Real bargaining thus takes place only after conciliation; but by that time misuse of conciliation may have placed a bargaining party in such a position that any peaceful solution of the problem is impossible."

Mr. Gregg then listed some of the suggested remedies that have come to his attention:—

1. Replacement of compulsory arbitration by a system of voluntary conciliation because then conciliation would be resorted to only by agreement of both parties, and, as a result, would be used only for the purpose of trying to resolve the differences remaining after a real breakdown in negotiations.

2. Abandonment of the conciliation board stage but retention of the conciliation officer stage, a reflection of the view that the main obstacle to the proper functioning of conciliation is the making of recommendations by boards.

3. Retention of both stages but without the requirement that a board make recommendations for settlement, again a reflection of the view described above.

"In my Department," the Minister said, "much thought and study is being given to all these questions. While we recognize that the problems are important, as yet

we are not convinced that the arguments and proposals justify our rushing substantial changes in our legislation." In support of this belief, he mentioned that a survey revealed that more than one-third of the disputes sent to conciliation boards had been settled by the boards and that many were settled by acceptance of the boards' recommendations or on terms very close to those recommended by the boards.

Therefore, he said, he was "reluctant" to make any far-reaching changes in present conciliation procedures.

"Governments cannot legislate good collective bargaining practices," Mr. Gregg continued. "Almost any system of conciliation could be abused." The Government does, however, have a duty to maintain and develop a system that may contribute to sound collective bargaining the present methods have had a positive effect on labour-management relations.

The assistance of a good conciliation officer or the help of a board has guided through the "vicissitudes of hard bargaining" parties with little experience in negotiating a collective agreement.

Frequently a conciliator, officer or board, can have a valuable "catalytic" effect on labour-management negotiations.

The mere presence of a conciliator can cause the negotiators to behave more reasonably with each other and look at their own positions more realistically.

The negotiators try to make a favourable impression in the hope that by so doing they will win the good-will of the conciliator.

The very fact that they have to explain and justify their positions to an impartial outsider causes the negotiators to consider their proposals and counter-proposals more objectively.

The presence of the conciliator can temper the emotions of the protagonists and ease ruffled feelings.

"The task of conciliation is, in brief, to invigorate the collective bargaining process and to infuse positive attitudes into the relationship," he said.

The Minister of Labour then asked: "Is it sufficient for the Government to satisfy itself that it has done all that can reasonably be expected of it to avoid a strike? Has the Government an interest also in the terms of settlement?"

He answered: "It is usual today for government to be more concerned with assisting the parties to reach an agreement than with its terms. By and large I accept this as sound."

He warned, however, that Canadian social and economic conditions will change in the future and pointed out that in Britain today, the Government has had to try to persuade unions and managements to accept voluntarily the importance of reaching decisions that correspond with the realities of the economic situation. "Here in Canada," he said, "we have found it practicable to give labour and management complete freedom in questions of wage determination. I hope this freedom can continue."

Mr. Gregg concluded by saying that governments are naturally interested in such current issues as automation and guaranteed annual employment, which undoubtedly have important social and community implication, and are studying them carefully. "It would certainly be a departure from the basic Canadian approach to labour-management relations, however, if government took other than an impartial stand on these issues when they are placed on the bargaining table."

Eamon Park

"Both labour and management have from time to time voiced dissatisfaction with the present system of conciliation," said Eamon Park, Legislative Director of the United Steelworkers of America, whose paper was titled "The Conciliation Process—A Union Viewpoint". He stressed that his remarks represented only the views of his associates and himself, that there was no unanimity of opinion on the matter in the labour movement.

While some unions have "gone so far as to propose complete abandonment of third-party intervention in labour disputes," he said, "the prevailing view supports the idea of government-sponsored conciliation efforts."

Collective bargaining is a struggle, Mr. Park continued, "based on the relative economic strength of the parties". Mature collective bargaining can and does temper it and third-party intervention through conciliation can reduce the strife; but it cannot prevent it entirely.

"From the point of view of the public—and indeed from the limited immediate needs of a contending management and union, third-party intervention is both necessary and desirable," he said. But, he asked, what kind of conciliation service is most effective?

Pointing out that conciliation services in Canada are almost exclusively tied to legislation, legislation that deals with other phases of collective bargaining, Mr. Park said: "Conciliation should be clearly

separated from the other matters under the Act." He told how, in Ontario, applications for conciliation are often made by unions to squeeze out other unions or forestall a decertification move.

"A simple time-limit arrangement for new certification or decertification procedures would separate the conciliation process in such circumstances and would tend to reduce premature applications for conciliation," he asserted. Many trade unionists believe there should be no administrative connection between certification and conciliation; conciliation services should be made available as quickly and in as direct a method as possible.

Mr. Park then mentioned labour's concern over the difficulties encountered in conciliation of interprovincial or international disputes. "National negotiations covering plants in more than one province," he explained, "have been successfully processed through conciliation only because the parties have found a way around the variety of legislation in the various provinces." He cited as an example of this the nomination of the same board in each province where such a manoeuvre is possible. He warned of the likely results if either party declined to co-operate in that way.

The trend to broader-based agreements will continue, he believed, and one of labour's criticisms of the conciliation process in Canada is that it is not keeping pace with collective bargaining practice. "We are not going to solve the issue of provincial rights and constitutional changes around the collective bargaining table," he said, "but labour does suggest that there is a real need for flexibility in provincial labour legislation in meeting the question of conciliation services where interprovincial or international bargaining is concerned."

Mr. Park then made several suggestions for strengthening the conciliation officer stage of the conciliation process: making the issues in dispute known in advance to the Department of Labour, which might make for better appointments of conciliation officers; where particular knowledge or ability outside the Department might be helpful in bringing about a settlement, appointment of conciliation officers from other than the Department's staff; government aid to universities in developing trained conciliation officers. He added:

> But the major weakness in the (conciliation) officer's position is that neither party regards his intervention as the end of the road. The full collective bargaining pressures have not built up. Unless the parties are looking seriously for a basis of settlement or the conciliation officer is an exceptionally able person, pressure for settlement is little.

It was labour's view that the conciliation officer's hand should be strengthened. Except in cases where public interest is strong, where pattern-making agreements are likely or where there would be overwhelming local community concern if a dispute resulted in a strike, the conciliation officer stage could clear the legal way to strike, lockout, or settlement in the face of the threat of either, he declared.

Because the disputing parties might negotiate more seriously and bargain more effectively if they knew in advance that the conciliation officer was the last step in the conciliation process, Mr. Park suggested experimenting with limiting, at the Minister's option, the conciliation services that would be made available in a dispute. "If the experiment brought success in some cases," he said, "the Minister might be encouraged to extend it to a greater number of disputes."

About the conciliation board stage of the conciliation process, Mr. Park said that while labour often strongly criticized the time boards consume and the decisions they render, most unionists believe there is a useful function for them to perform. Unions prefer the tripartite arrangement, he believed.

> We would do well to set aside the fiction ...that the partisan nominees are anything else but that—or in fact that it is desirable that it should be otherwise. That is not to suggest that the nominees of the parties should merely echo the last claim of their nominators, although unfortunately there is too much of just that behaviour. The nominees of the parties should be a transmission belt whereby information is conveyed to and from the chairman to and from each of the parties. They ought to be able to initiate compromise settlement proposals if the board finds it useful to consider settlement efforts. Certainly a board member representing one of the parties ought to be in a position to judge the value in terms of settlement of any proposals from the chairman. A capable nominee of a party to the dispute can very usefully explore settlement possibilities which at the moment it might be impossible for his principals to consider.

Of chairmen of boards of conciliation he said that confidence of the parties in the integrity of the chairman is a prerequisite of successful conciliation. In at least one province, Mr. Park asserted, there have been instances of political pressure in the choice of chairmen and there is a strong feeling among unionists that political interference in the recommendations of some chairmen has not been unknown.

The question remains, he continued: What is the role of the board?

> Is it to bring about a settlement? Is it to sit in judgment of the claims of the contending parties? If a board is to make a

report should it set down a minimum basis of settlement that appears to it to be capable of acceptance by the parties? Or should its report be based on more general considerations?

"Our boards are supposed to both conciliate and judge," he went on. "Frequently they fail to do either." He pointed out that a board's task of performing both functions has been made more difficult by the practice of both parties to revert to their original positions for the purpose of argument.

Nine times out of ten where settlement is not reached, Mr. Park declared, "the board report becomes an educated guess by the chairman as to acceptable terms". It is joined in by one of the members "because a majority report is useful to his principals". The other member submits a minority report to "share up" the post-conciliation position of his nominator.

It is my view that if negotiations are to be conducted under the auspices of a board then they might better come as an extension of the efforts of the conciliation officer. As a rule in Canada, board chairmen are kept in ignorance of the conciliation officer's efforts and the results he achieved. Both party nominees probably know how far their nominator went at the officer stage; the chairman does not.

Mr. Park suggested that if a chairman, working from the list of issues in dispute and from the conciliation officer's report, can bring about further ngotiations, he should do so; but if his settlement efforts are unsuccessful he should then hear each party's arguments and try to reach a judgment "based on justice, equity and social and economic considerations".

A serious difficulty arises at times: more and more complex questions are being brought forward for consideration by chairmen who are, by and large, inexperienced in the matter at hand. "Some of us have often wondered," he said, "whether more technical assistance could not be made available in such cases." As an alternative he suggested that chairmen refer technical topics back to the parties and decline to have anything to do with them.

Another thing that "bothers" trade unionists is that while a board of conciliation has wide powers to obtain information on which to make its decision, no board ever insists on the production of vital information, Mr. Park said. Boards have preferred to accept only as much information as either party volunteers. The parties should be compelled to provide any information that the board requires and boards have an obligation to get the information that makes reasonable decisions possible, he argued.

Turning to conciliation board reports, Mr. Park said there was no doubt that the "best-settlement-available" report serves a useful purpose in many cases but is not always helpful in "pattern-making" industries. Conciliation boards tend to look back to practices already adopted and are rarely ready to meet the challenge of new ideas in collective bargaining, he said. For that reason even the innovations of industrial life already introduced in the United States usually come to Canadian, as they did to United States unions, through strikes or the threat of strikes.

Mr. Park concluded by saying that there can be no fixed or certain rules in conciliation procedures; a board will probably have to make up its mind on each case separately as to what procedure will be most effective. He also urged that the reports of conciliation boards and the recommendations they make be made available, through government sources, on a wider basis than at present; such action was "absolutely necessary," he said.

In the discussion period that followed, Prof. Jacob Finkelman, QC, Chairman of the Ontario Labour Relations Board, answering Mr. Park's criticism of the linking together of certification and conciliation in labour Acts, pointed out that the Ontario Act prohibits submission of a certification or decertification application during conciliation in order to protect the union holding bargaining rights. "You can't have it both ways: tying in plus protection, or no tying in plus no protection," he said.

When asked to give his views on the competence of men selected as conciliation board chairmen, Mr. Park said that while there has been some labour criticism of the appointment of judges as chairmen, he did not think that criticism was justified; but he did think that his union had had more success with chairmen who had more experience in industrial relations. "One of the problems here," he added, "is that governments frequently appoint chairmen on the basis of availability rather than of qualifications."

Prof. Woods added that another problem was that when the two partisan nominees meet to agree on a chairman, a man suggested by the union member becomes suspect in the eyes of the management member and vice versa.

J. C. Adams

J. C. Adams, General Counsel, Central Ontario Industrial Relations Institute, who spoke on "The Conciliation Process—A Management Viewpoint," agreed with Mr.

Park that in certain cases the conciliation officer stage should clear the legal way to a strike or lockout.

"Wherever it appears to the Minister or his conciliation officer that the matters in dispute are relatively trivial, or that they affect only the parties themselves and have no substantial effect upon the public,... the parties should be permitted at once to resort to strike or lockout," he said.

Mr. Adams had begun by stating that while he was expected to present a management view of the conciliation process, there was no such thing as a management point of view "if one thinks of it in terms of an attitude or inclination generally held by management personnel".

Further explaining his suggestion that in some cases boards of conciliation were not necessary, he pointed out that there were many instances in relatively small establishments where a stoppage of work—either strike or lockout—affects only the parties to the dispute and has little or no effect upon the public. "The Government should be glad to wash its hands of these situations," he said.

"The greatest antidote for strikes that has yet been found," he continued, "is the strike itself. A strike brings its own reward or punishment and in many cases the only cure for excessive zeal on the part of those who are participating in collective bargaining, both management and union, is to let them have the experience of a work stoppage.

"If relatively untried and inexperienced leaders of employees or spokesmen of management are to be constantly taken in tow by experienced conciliation officers and cajoled and persuaded to avoid a strike there is then too great a reliance on the paternal attitude of the Department of Labour.

"A greater sense of responsibility in the parties to collective bargaining is necessary," he went on. "A greater appreciation of the effect of their own selfish decisions upon the welfare of themselves and of their neighbours in the community is required. It cannot be engendered by too wide an application of the compulsory conciliation theory. Wherever possible they should be cast upon their own resources and forced to resort to realistic bargaining."

Another change in Canada's conciliation legislation suggested by Mr. Adams was that members of boards of conciliation be given specific directions. He offered the following as examples:

That their primary endeavour should be to persuade the parties to settle by the ordinary process of mediation and conciliation without attempting to impose personal points of view, constantly stressing if necessary the interest of the general public in the situation and encouraging the parties to realize that they are merely a segment of the community in which they operate.

That if it is not possible to persuade the parties to reach an agreement, the report or recommendation of the board should not reflect the personal views or prejudices of the members of the board but rather should be their estimate of what an informed public opinion of the particular dispute should be.

That if in their judgment the dispute, if it results in a strike or lockout, will not seriously inconvenience the public or any segment thereof, they should refrain from making specific recommendations with respect to the terms of a collective agreement but should simply report to the Minister that in their judgment the parties should be permitted to strike or lockout.

Conciliation board members often write reports that reflect a feeling of exasperation because the personal point of view of the writer has not been accepted by the parties, Mr. Adams explained, or the writer of the report is eager to make a recommendation which he estimates will be the final settlement reached later by the parties.

"In the whole conciliation process imposed by statute there is no clear direction given to the conciliators," he said, "no economic theory is expressed, no policy is stated; there is nothing that may serve as a guide to conciliation officers or to members of conciliation tribunals."

If governments are going to continue to "suspend the right to strike or lockout" until the conciliation process has been completed, he said, they should develop some general principles for the settlement of disputes. As examples he suggested some basic principles of wage determination or some particular formula of union security. Then, he pointed out, "a policy based upon the political economic philosophy of the government in power is likely to emerge and to be reflected in the attitude of the permanent staff conciliation officers and in the selection by the government of chairmen of conciliation boards."

Mr. Adams believed that in an expanding economy such as Canada has experienced during the last dozen years, the present conciliation process has resulted in "a better package than the union could have negotiated in the same type of economy without the strategic assistance which the legislation gives them".

He pointed out that because of the delays imposed by the legislation, the union can refer to many more pattern-making settlements, may find from the cost-of-living index more convincing reasons for the increase it originally proposed, may be able to elicit greater support for strike action

from its members as a result of the recommendations of a conciliation board, and may find that the retroactivity accompanying a settlement justifies its putting up with delays.

Among the advantages in the system for unions was that "the union is permitted to attack and the employer obliged to defend on four successive battlefronts," he said, listing the four as the initial bargaining sessions, before the conciliation officer, at the conciliation board stage, and after the conciliation board when the restrictions on strikes and lockouts are removed.

In conclusion, Mr. Adams said:

Collective bargaining is a peculiar institution. By its very nature employee representatives are almost obliged to ask for more than they are entitled to receive. Management representatives are, therefore, obliged to perform the unpleasant task of persuading their employees to accept something more in keeping with the good of the industry. It is almost a contest of reality as opposed to fantasy, or facts against theory.

The settlements which result from these discussions, with each of the parties entitled, either immediately or ultimately, to resort to strikes or lockouts, tends to produce compromises which neither party can wholly endorse or accept or explain, but there is more chance of the settlement being understood and ultimately endorsed and accepted if it is the product of their own negotiations and does not depend too much upon the suggestions or compromises which have had their source in the individual or tribunal which the legislation has injected into the process.

In the question period that followed his address, Mr. Adams was asked who, management or union, was most likely to "force" a strike. He replied that many employees have the impression that if conciliation does not result in a settlement there is an obligation to strike. "This is a weapon in the hands of a leader who wants a strike," he said. "To employers, strikes are the worst possible result of collective bargaining but are sometimes the only alternative."

Another questioner, pointing out that both Prof. Cole and Mr. Adams had seemed to hope for a decline in third-party intervention, asked if the collective bargaining process would really be eased by a minimum of government intervention. "Is there no real room for the development of public standards for third-party intervention?"

Mr. Adams answered, first, that he didn't want to give the impression that labour legislation should contain such standards. He wanted to express the fear that that would happen, he explained. "I don't think it possible for a government to have a fixed policy regarding the setting of wage rates, etc., in a democratic country. We have to assume that governments will change. If it's possible for one party to legislate the economic policy that should be followed by conciliators, then it's possible for the opposition party to change that policy when it comes to power.

"I think it possible for an independent person to put forward a fairly accurate opinion of what the public will think of the situation should it come to a strike; a board will have difficulty in agreeing to that."

Prof. H. D. Woods

Prof. H. D. Woods, Director of McGill's Industrial Relations Centre, was this year one of the speakers at the Centre's conference. He delivered the final paper, which he titled "A Critical Appraisal of Compulsory Conciliation in Canada". Having served often as a conciliation board chairman, he was speaking from extensive experience in the settlement of industrial disputes.

Collective bargaining operates in an atmosphere of conflict, he pointed out, that contains many divisive and some cohesive elements; one of the most important of the latter is the strike. We have accepted collective bargaining as perhaps the most workable means of arranging the labour-management relationship and have even made collective bargaining compulsory at the insistence of a majority of the employees.

He recalled that strikes in the first decade of this century were "essentially an instrument of recognition" and that it was a crucial coal strike that led to the introduction of a compulsory waiting period and the investigation and report "designed to replace the cohesive power of the strike by the cohesive power of public opinion" in emergency disputes. But later crises, he said, blurred the distincton between emergency and ordinary disputes.

"Compulsory arbitration, the waiting period, the third-party recommendations became part of the system," he continued, "and tend to operate as built-in frustrations in the bargaining process." Some suggested solutions, such as the compulsory superintended strike vote, to the difficulties encountered in collective bargaining are consistent with the belief that strikes are essentially anti-social, he said, but such solutions "fail to recognize the key place of the work stoppage threat in the negotiation process".

"The logical ultimate to this development," he stated, "is the compulsory settlement of the terms of the labour-management relationship by civil authority

beyond the parties directly concerned. This would put an end to collective bargaining as we know it and would probably bring in a train of controls and compulsions unpalatable to labour and management alike.

"Before we decide that the solution of our present difficulties lies in the direction of added medication, we perhaps might consider a bit of surgery," Prof. Woods said.

In leading up to this conclusion, he began by pointing out that formal and informal third parties are more or less continuously at work helping to shape the relationship and the behaviour of unions and management. He mentioned, as formal third parties, government agencies and the courts, and, as informal ones, persons of influence in the community, members of the clergy, local politicians, and the daily press and other instruments of opinion.

Prof. Woods said the purpose of his paper was to evaluate Canada's legal procedure for the settlement of industrial disputes in terms of its services in its avowed purpose of avoiding work stoppage and to consider the impact of the dispute-settlement machinery on the behaviour of the parties to the dispute in their relations with one another and towards the public and government services.

After a brief description of the "historical antecedents" of the present legislation, during which he said that "our legislation has been the result of crises and with each crisis we have sometimes added something to the permanent structure of law which, while perhaps quite valid for the time, does not necessarily remain valid in the post-crisis period."

Explaining the provisions of present labour relations legislation, Prof. Woods said "there may be objection to the use of the term compulsory as applied to our conciliation system. Strictly speaking, management and unions are not compelled to use either the conciliation officer or the board provided they are prepared to forgo the strike or lockout.... To suggest it is not compulsory may be strictly true but practically misleading. It would be similar to the proposition that a closed shop for carpenters is not compulsory membership in the union for those who decide not to become carpenters."

It would be a miracle, he continued, if legislation developed in the first instance to meet a crisis in a public utility situation and later expanded in coverage to meet the much more important crises of national survival in time of war would in its peacetime application not produce results somewhat different from those expected. "This has in fact happened in Canada to the extent that to an increasing degree the system of compulsory conciliation is under criticism and attack," he said.

There is an important conflict in approach to their role by conciliators, he said, which may explain the "somewhat discredited" position occupied at present by the conciliation process. Some conciliators believe their role is to preserve industrial peace at whatever costs they can get the disputing parties to pay while others assume a role of working for a settlement based on objective criteria such as a consumer price index, prevailing standards in competitive labour markets, etc.

Mediators of the first type have no interest in the terms of the agreement except in so far as they are instrumental in producing agreement, Prof. Woods explained. They see their role as one of assisting the parties to reach agreement and their public responsibility as avoiding a work stoppage if possible. Prof. Woods called this "accommodative" mediation.

Mediators of the second type practice what he called "normative" mediation.

"When a third party intervenes in an industrial dispute and sets out to accommodate the disputants and no more," Prof. Woods said, "he is accepting the full implications of collective bargaining, the essence of which is that the locus of decision-making remains at all times with the parties themselves."

Then, he asked, what useful purpose can a third party perform if the decisions remain with management and labour? In answer he said he believed a mediator can contribute in a number of ways:

1. Where one or both parties are inexperienced in collective bargaining, the experienced mediator will often serve to reassure the party whose limited experience leaves him with a feeling of exposure to the unknown.

2. Mediators can and often do help the parties to alter their perspective, to take account of factors that would otherwise be overlooked.

3. Mediators may act as useful catalysts when face-saving, "so frequently encountered in collective bargaining," appears to be necessary.

4. The mediator acts to take the pressure of the bargaining table off the bargaining parties.

"What all this means," he said, "is that in some situations collective bargaining seems to contain within the relationship itself restraints to its own effectiveness and the third party may be of assistance in overcoming these restraints."

One further characteristic of collective bargaining stressed by Prof. Woods was the manipulative nature of the process. Bargaining places each party in the position

of trying to outmanoeuvre the other. And, he pointed out, concessions made are something like ammunition already fired: "You cannot fire the same shot again; a conditional wage offer of $1.38 can be withdrawn only with great difficulty." Thus there is further restraint on getting agreement through collective bargaining, he said.

"Taking all these restraining influences together, it appears to be remarkable that agreement is ever reached," he continued. "The answer, of course, is the strike or lockout. The work stoppage is the catalyst that brings results. It does not have to take place; its presence as a threat is felt and is usually sufficient to overcome the divisive influences.

"In this sense the strike is the most efficient conciliator yet discovered."

When the threat of a work stoppage is not sufficient to resolve the differences, he added, "the work stoppage may be necessary to bring out the realities of social and economic cost that ultimately do produce agreement".

Prof. Woods believed that if the possibility of a work stoppage were removed as a tactical device, collective bargaining as we know it would collapse. "In our efforts to avoid the work stoppage by imposed delays," he declared, "we may have seriously weakened the structure of collective bargaining."

Prof. Woods then expressed support for "accommodative" mediation and cast doubt on the "normative" variety.

> Accommodative mediation directs itself to reducing the divisive elements without attempting to replace the decision-making authority of the disputing parties. The mediator attempts to reduce frictions between the parties and within each group; but he preserves the role of the strike by carefully avoiding accepting the responsibilities of either labour or management. These parties are left to make all decisions themselves. Normative mediation, on the other hand, implies that the parties are being informed as to what they should put into their agreements.

Labour and management have shown considerable ingenuity in adjusting to the conciliation system, he continued. The successive compulsory steps have resulted in a tendency to make provision for concessions at the various stages. If one party believes that its position will be improved by going a step further, that step is inevitable. Both are inclined to hold back on genuine bargaining to have something to offer at succeeding stages.

"The theory that conciliation becomes available when bargaining can go no farther overlooks the important evidence that the availability of conciliation may be setting limits to the pre-conciliation bargaining itself," he said. "The compulsory factor in our law is attracting cases to the use of the service. To the extent that this is so it means that settlements by other means are reduced."

Taking a closer look at the conciliation board stage, where he believed the greatest weakness of our system is to be found, Prof. Woods pointed out that the legislation does not establish standards for conciliation boards; as a result the board chairman must select his own standard and determine his own approach, accommodative or normative.

Suggesting that certain conditions should prevail before the normative approach is taken, he concluded by saying:

> I throw it out for your consideration that the general use of boards imposed by one party on the other should be discontinued except where certain industries are considered to be so vital to the public interest that work stoppages need to be ruled out. There would still be a place for fact-finding boards agreed to by both parties, although the point of mutual acceptance would reduce them very considerably. Nevertheless, the influence of such a board would be very great indeed simply because it was accepted by both as an alternative to further bargaining.

Panel Discussion

A panel discussion ended this year's conference. Two discussion leaders, one representing management and one labour, and all speakers at the conference except Prof. Cole, who was unable to remain, participated; many delegates also joined in the discussion.

The discussion leaders were J. Massicotte of the Primary Textiles Institute and Gérard Picard, General President of the Canadian and Catholic Confederation of Labour, both of whom opened the discussion by commenting on the papers presented at the conference.

In his remarks Mr. Massicotte said that he agreed with Mr. Park's definition of collective bargaining as a struggle based on the relative economic strength of the parties. If it is to be effective, he said, both must be well balanced in economic strength. Later in the discussion Mr. Adams said he disagreed with that definition. The purpose of collective bargaining, he said, was for two parties of relatively equal strength to sit down and seek a mutually acceptable solution. If they don't agree that the object of their meeting is to seek equity and justice in the distribution of the company's income and believe that the objective is to find out which one has the greater economic

strength, you will not have collective bargaining, he said, but you will be going through the preliminaries before the war begins. "If you rely only on economic strength, you will make a farce of collective bargaining; might does not make right."

Mr. Park then reminded the panel that when he defined collective bargaining as a struggle based on the relative strength of the parties he went on to say that mature collective bargaining practices can and do temper the harshness of the struggle. But, he added, "I think that in the final analysis the relative strength determines what type of contract we will get."

Mr. Massicotte then asked Mr. Park whether he agreed with Mr. Adams' suggestion that conciliation boards be done away with in disputes that do not affect the public interest and whether he thought minority reports should continue to be written. During the discussion Mr. Park replied: "I am prepared to concede that there are some cases that may stop short of the conciliation board, that is, at the conciliation officer." About minority reports he suggested they were written because the dissenting board member knew it would become "part and parcel" of post-conciliation proceedings.

Mr. Picard began by saying that an understanding of what is meant by collective bargaining was necessary for any discussion of the conciliation process. "To me," he said, "collective bargaining is a mutual thing, and the key is good faith." If at the beginning of negotiations one party accuses the other of not bargaining in good faith, "you will have a strike in a few months," he said. He recommended that at the beginning of negotiations the union's proposals and the employer's counter-proposals should be in writing so that each knows where they stand.

He thought legislation should do no more than protect the right to organize and the bargaining rights of unions. "There should not be in any Act provision for compulsory conciliation," he said. Unions had not paid enough attention, when seeking legislation to protect their rights, to the fact that the same Act required compulsory conciliation.

"If we are of the opinion that collective bargaining is a mutual thing," he explained, "we shouldn't go before a conciliation officer or board except by mutual consent." And if both parties consent to a conciliation officer or board, he went on, the conciliator shouldn't make a report but should try only to get the parties together. "His only report should be to say he has succeeded or failed."

Mr. Picard, wondering how the speakers would define "common good," said in connection with last year's railway dispute that he didn't think the Government had the right to do what it did but thought that "it had the responsibility to do what it thought was the right thing. If the common good is in danger," he declared, "the Government should take the responsibility of doing what it thought right; it's up to the citizens to judge them."

Mr. Park, commenting on the suggestion that only the conciliation board chairman be allowed a vote, thought that the elimination of the partisan votes would not be a good thing in Canada. "I think partisan members should not be merely an echo of their nominator's stand," he explained.

Prof. Woods made a plea for more faith in the collective bargaining process. "We act curiously when we say in one breath that collective bargaining is a good thing and in the next that we will not allow collective bargaining to go to a strike," he said. "We have set up all sorts of stages to see that a strike doesn't happen but all we have done is delay the strike and emasculate collective bargaining."

UE to Seek 35-Hour Week, More Pay, in 1956 Negotiations

A 35-hour work-week with increased take-home pay will be sought by the United Electrical Workers (independent) in contract negotiations next year. The union's Ontario district council, formulating 1956 demands at a meeting last month in Peterborough, said the shorter work week could open up jobs for 7,500 of the 7,800 electrical workers who, it said, have been laid off since December 1953.

A union research report stated that productivity had increased by 16 per cent during the same period. There is "clear evidence" that the industry is permanently reducing its ratio of employment to output, the report declared, but the union is not opposed to automation, only to "the manner in which the fruits of the increased productivity are distributed".

3rd Annual Convention of the Quebec Federation of Industrial Unions (CCL)

Approve manifesto that will serve as basis for intensive program of political education and report calling for labour unity in province

The third annual convention of the Quebec Federation of Industrial Unions (CCL), held in Joliette May 14 and 15, adopted a statement of political principles and declared itself in favour of trade union amalgamation. Some 250 delegates representing about 60,000 workers attended.

The discussion on political action took place behind closed doors but a statement released at the conclusion of the convention reported that the delegates had approved a manifesto that "will serve as a basis for the intensive program of political education which the Federation intends to carry on".

The convention was presided over by R. J. Lamoureux, who was re-elected as head of the Federation.

More than 75 resolutions were considered.

Political Action

Several meetings were held behind closed doors to consider the nature of the Federation's future participation in political action.

A statement released at the conclusion of the convention announced that "save for a few dissenting voices, the delegates have adopted a declaration of political principles calling for repatriation of the Canadian constitution, changes in electoral representation, recall of the Padlock Act and Bills 19 and 20, state ownership of natural resources and public services and recognition of human rights and personal freedom."

A manifesto was prepared, the statement said, to serve as a basis for "the intensive program of political action the Federation intends to carry on".

The Executive Committee was to meet early in June and issue a political declaration but no statement had yet been made public at the time of going to press.

It is understood that, while the delegates adopted the declaration of political principles as drafted by a special committee, they did not ratify the conclusion, which called for an appeal to all other social groups to support the manifesto with a view to bringing about the birth of another political party in Quebec.

A labour unity committee was appointed by the Quebec Federation of Industrial Unions (CIO-CCL) on June 19 to work towards the amalgamation of all central labour bodies in Quebec. The appointment of the committee followed approval by the Federation at its annual convention of a resolution recommending joint action with the province's two other central labour organizations, the Quebec Federation of Labour (AFL-TLC) and the Canadian and Catholic Confederation of Labour.

Members of the unity committee are the Federation's President, R. J. Lamoureux; Vice-presidents W. Dodge, J. P. Tessier and P. Vaillancourt; Secretary Roméo Mathieu; Director Donat Archambault; and Miss Huguette Plamondon, President of the Montreal Labour Council.

The delegates unanimously ratified the Federation's annual brief submitted to the provincial Government last January, thus officially denying the allegations that the brief did not represent the ideas of the organization's membership.

Labour Unity

The convention approved the report of the Secretary-General calling for organic unity between the Federation, the Quebec Federation of Labour (TLC) and the Canadian and Catholic Confederation of Labour.

Roméo Mathieu, Secretary-General, said: "When we consider the immensity of the work to be done for the common welfare of all classes of society, we must come to the conclusion that the organic unity of all organized labour is imperative and must be realized some day, not only to settle our union problems but especially to ensure the survival of democracy."

Mr. Mathieu added that unity is essential for the reason that "democracy which is forced upon us is not a democracy of the people, for the people and by the people as they would have us believe".

Stressing that the Federation intends to increase the activities carried out jointly with other federations while waiting for amalgamation, he added that workers have only to look around to find that "our democracy is very closely related to an economic and social dictatorship".

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The Executive of the Quebec Federation of Industrial Unions (CCL) elected at the 3rd annual convention: seated (left to right): Jacques V. Morin, Executive Secretary; Vice-presidents William Dodge and Philippe Vaillancourt; Romuald J. Lamoureux, President; J. P. Tessier, Vice-president; Roméo Mathieu, Secretary-Treasurer; and Miss Huguette Plamondon, President of the Montreal Labour Council. Standing (left to right): Gérard Frève, President of the Joliette Labour Council; Roméo Leroux, Edouard Gaudet, Donat Archambault, Gérard Poirier, Maurice Ouimet, Roland Goedike; René Martin, President, St. Jean Labour Council; Robert Bernier.

Gérard Pelletier

"It will be the honour or the failure of the trade union movement ten years hence either to bring about the unity of all its forces, until now scattered and isolated, so as to give them and itself political efficiency, or to sink into a short-sighted policy, shut itself up in work contracts, neglect education and end up, around 1965, in an altogether secondary role."

Such was the conclusion of a talk by Gérard Pelletier, editor of the official publication of the Canadian and Catholic Confederation of Labour, in which he analysed the present position and future prospects of the trade union movement in Quebec.

Journalist and well-known member of the CCCL, Mr. Pelletier was guest speaker at the banquet given at the close of the Federation's annual convention.

Referring to the spirit of co-operation of which his presence was a concrete form, Mr. Pelletier said that "when danger threatens the whole working class or when unity of action becomes essential to the achievement of important progress, labour would not forgive us if we allowed local oppositions or rival organizations to block the road to essential co-operation".

On the problem of political action, the speaker pointed out that "as soon as a labour federation calls for political action, the cry is heard of class war and dictatorship by the proletariat".

He said that "it is very clear that, in these circumstances, democracy in Quebec can only decline. It is indispensable that workers make their influence felt in the political field."

Mr. Pelletier stated that he did not believe in class parties, but called upon all sectors of society to keep an eye on the political problems brought about by industrialization.

The banquet, held at the close of the convention, was presided over by Gérard Frève, President of the Joliette Labour Council. Among the guests were: Raoul Trépanier of the Federal Department of Labour; His Worship Mayor Rosaire Roch of Joliette; Gilles Ledoux, head of the secretariat of the Catholic Farmers' Union; Albert Lajoie, in charge of publicity for

the Co-Operative People's Banks *(Caisses populaires)*; and Laurent Hardy, representing the General President of the CCCL.

Elections

R. J. Lamoureux was re-elected General President of the Federation over Raymond Lapointe, while Roméo Mathieu was re-elected General Secretary-Treasurer, defeating J. E. Corbeil.

The three Vice-presidents, William Dodge of Montreal, J. P. Tessier of Quebec and Philippe Vaillancourt, Regional Director, were unanimously re-elected.

The following directors were also elected as members of the Executive Committee: Miss Huguette Plamondon, Messrs. Donat Archambault, Robert Bernier, Gérard Frève, Edouard Gaudet, Roland Goedike, Roméo Leroux, René Martin, Maurice Ouimet and Gérard Poirier.

The Committee once more appointed Jacques V. Morin as Executive Secretary.

UAW Wins Form of Wage Guarantee from Ford and General Motors

Companies will pay to laid-off workers benefits that, added to state unemployment insurance payments, will give them 60 to 65 per cent of usual take-home pay for 26-week period. Plan becomes effective 1957

Cash benefits for laid-off workers will be provided by the Ford Motor Company in the United States for 140,000 members of the United Auto Workers of America (CIO) as the result of a collective agreement, which will run for three years, signed in Detroit on June 6. In essence, the plan, which is called by the Company the Ford Supplemental Unemployment Benefit Plan, provides for cash benefits ranging up to $25 a week to supplement unemployment compensation to which a laid-off worker may be entitled.

One week later, on June 14, the UAW won employer-paid benefits for laid-off workers for 375,000 members employed by the General Motors Corporation. As with the Ford agreement, the GM contract will run for a period of three years. At the same time that the agreement with General Motors was concluded, the International Union of Electrical Workers (CIO) obtained a similar guaranteed wage for 35,000 electrical workers in GM plants.

The UAW thus won, not the guaranteed annual wage that UAW President Walter Reuther declared he would win this year, but a supplement to unemployment insurance. In return, the union agreed to a three-year contract, although in the early stages of the negotiations Mr. Reuther had said it would sign no more long-term agreements.

The plan is conditional upon the various state legislatures and unemployment insurance agencies agreeing to pay compensation benefits to unemployed workers receiving benefits from the Company at the same time. If such agreement is forthcoming from the states, the first payments under the plan will be made to workers laid off after June 1, 1957.

Under the terms of the Ford agreement, two funds have been established by the Company, one, the general fund for employees engaged in the company's regular production activities, and the other, for those on defence work. The company will contribute on the same basis to the funds, putting in five cents for every hour for which employees in both the non-defence and defence categories work.

A "maximum funding" amount for each fund will be determined monthly. "Maximum funding" is the term applied to the amount of the fund to be reached and maintained by the Company. This total will vary with increases or decreases in the numbers of people employed by the Company. In order to build up funds in the initial stages of the plan, no benefit payments will be made for two years from the effective date of the agreement.

In order to obtain benefit, eligible workers who are laid off will have to make application, payments becoming effective after one waiting week. During the initial period of benefit payments, a laid-off

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worker would receive "special benefits" for the first four benefit weeks in a year. Once the trust fund attains 50 per cent, these special benefits would be payable for the first four weeks of any layoff, not to exceed eight such weeks per year. These, when combined with unemployment compensation, would bring the employee's income up to a maximum of 65 per cent of his weekly after-tax basic pay for a 40-hour week.

Payments thereafter, called "regular benefits", when added to unemployment compensation, would be the equivalent of 60 per cent of the employee's after-tax wages.

The UAW-Ford agreement provides that workers will build up credits in the fund depending upon the number of 32-hour weeks they have worked. The number of credits any worker will have will depend upon the number of weeks he has worked and the extent of earlier layoffs, if any.

Depending upon the credits built up in the fund by individual workers, the weekly benefit payment will range from a maximum of $25 to a minimum of $2. Between these figures, benefit payments will depend upon the amount of state unemployment compensation paid, the after-tax earnings of any worker, and whether the worker is receiving "special benefits" or "regular benefits".

An example of how the plan will operate is as follows:—

An auto worker in Michigan with a wife and one child earns $100 weekly before taxes and $87.02 after taxes. He would be eligible under a pending Michigan Act for unemployment compensation benefit of $42 a week in the first four weeks of layoff (subject to the waiting week provision). He would receive an additional $14.56 under the Ford supplemental benefit plan, making his total income with unemployment compensation $56.56 a week. After the first four weeks of a layoff he would receive a "regular benefit" of $10.21 a week, bringing his total income with unemployment compensation to $52.21.

An employee will be eligible for a maximum of 26 weeks benefit under the agreement and in the case cited above it was assumed that the employee had amassed sufficient credits to receive benefits.

A major feature of the Ford plan is integration with state unemployment benefit plans. Before the plan becomes effective, rulings must be obtained that simultaneous payments of plan benefits shall not reduce or eliminate unemployment benefits in states in which the Company has two-thirds of its employees.

In practice, the above stipulation means that rulings of this nature must be obtained in Michigan, where the company has 56 per cent of its hourly-rated working force, and in Ohio, which has 11 per cent of Ford employees, or in Michigan and any two of the states of Illinois, Missouri, New York, California and New Jersey.

If appropriate rulings are not obtained from the home states of two-thirds of the employees before June 1, 1957, the plan will terminate as of that date. In addition, the operation of the plan is further dependent upon the company receiving favourable rulings that contributions to the funds will be deductible expenses for federal income tax purposes, that such contributions are to be excluded in computations under the Fair Labour Standards Act and that with respect to any defence employee, that such contributions are allowable costs in connection with the Government contract or the sub-contract upon which he is employed.

States' Action

By a vote of 21 to 12, the Ohio Senate on June 14 turned down a proposal that simultaneous payments from public and private funds to jobless workers be legalized. The state Senate's action does not close the door to a later recommendation of the guaranteed annual wage but, according to the Senate majority leader, the proposal was "of such momentous importance" that it could not be disposed of in "a few days or a few minutes".

In New York state, Governor Averall Harriman promised on June 15 to bring about an integration of public and private unemployment benefits in the state. The Governor said that he would see to it that the spirit of the auto workers' agreement was carried out and specified that this would mean that employer-financed payments to idle workers would not be deducted from state unemployment compensation benefits.

Management Reaction

The agreements reached by the UAW with Ford and General Motors "could sow the seeds of economic disaster," the National Association of Manufacturers and the Illinois Manufacturers Association agreed at a day-long conference held in Chicago on June 15 to discuss "America's Economic Crisis—the Guaranteed Annual Wage". The conference brought together 869 representatives of industry and management to discuss the impact of the terms of settlement between the union and the two automobile companies.

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Fatal Industrial Accidents in Canada during the First Quarter of 1955*

Fatalities decrease by 138 from previous three-month period. Of the 249 accidental deaths in the quarter, 60 occurred in manufacturing, 44 in logging, 41 in transportation, 31 in mining, 27 in construction

There were 249[1] industrial fatalities in Canada in the first quarter of 1955, according to the latest reports received by the Department of Labour. This is a decrease of 138 fatalities from the previous quarter, in which 387 were recorded, including 20 in a supplementary list.

During the quarter under review, one accident resulted in the deaths of five persons. On March 1, five loggers were drowned in Stave Lake, B.C., when their boat struck a snag and sank. At the time of the accident the men were returning to work after a winter lay-off.

Grouped by industries, the largest number, 60, was recorded in manufacturing. These include 14 in each of the wood products and iron and steel groups and seven in both the pulp and paper and non-metallic mineral products industries. In the fourth quarter last year 58 fatalities were listed in manufacturing, including 14 in iron and steel, nine in wood products and eight in the transportation equipment group.

In the logging industry 44 workers died as a result of accidents during the first quarter of 1955, a decrease of seven from the 51 reported in the previous three months. During the first quarter last year 34 employees lost their lives in the logging industry.

During the quarter under review accidents in the transportation industry were responsible for 41 deaths. Of these, 17 were in local and highway transportation and 13 in steam railways. In the previous three-month period 54 fatalities were listed, of which 22 occurred in steam railways, 18 in local and highway transportation and 12 in water transportation.

Mining accidents caused the deaths of 31 persons during the quarter under review, 15 occurring in metalliferous mining, 10 in coal mining and six in non-metallic mineral mining. In October, November and December last year 62 fatalities were recorded, including 30 in metalliferous mining, 17 in coal mining and 15 in non-metallic mineral mining.

In the construction industry 27 fatalities were listed in the first quarter of 1955, of which 12 occurred in highway construction, 11 in building and structures and four in miscellaneous construction. During the previous three months 69 fatalities were recorded in this industry.

There were 19 industrial fatalities in the various branches of the service industry during the first three months of 1955, a decrease of eight from the 27 reported in the last quarter of 1954.

An analysis of the causes of these 249 fatalities shows that 72 (29 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (22), materials falling from stockpiles or loads (9) and objects falling

(Continued on page 829)

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book.

[1]The number of industrial fatalities that occurred during the first quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

50 Years Ago This Month

Canada's Alien Labour Act ruled *ultra vires*. Government to appeal decision to Privy Council. Wage increases, price advances reported

Canada's Alien Labour Act, enacted in 1897-98, which gave the federal Government the right to "restrict the importation and employment of aliens," was declared *ultra vires* by Mr. Justice Anglin of Toronto on June 16, 1905, it was reported in the July 1905 issue of the LABOUR GAZETTE, which traced in detail the proceedings taken under the Act by the Government to deport United States citizens employed by the Père Marquette Railway Company. Mr. Justice Anglin's decision climaxed the findings of a Royal Commission appointed on April 20 to inquire into "the alleged employment of aliens, to the exclusion of Canadian citizens and British subjects" by the railway.

In its recommendations, the Royal Commission stated that the Company, incorporated in the United States and operating lines in Canada, had filled positions on the lines in Canada with United States citizens when the posts "could be as well filled by Canadian citizens and British subjects". Subsequently, warrants were issued by the Attorney-General to the Commissioner of Dominion Police for the deportation of the parties named in the Commission's report.

Upon their arrest, the employees involved obtained writs of *habeas corpus*, which obliged the Commissioner of Dominion Police to produce them before Justice Anglin in Toronto and to state the reasons for their arrest.

In his decision, Mr. Justice Anglin ruled that the legislation as enacted was beyond the powers of the Government to pass, for the reason that, in compelling the return of such aliens to the United States, it had authorized certain acts to be done beyond the territorial limits of Canada, this being an excess of jurisdiction which could only be, but had not been, conferred on the Canadian Parliament by the Parliament of Great Britain.

Referring to the British North America Act, Mr. Justice Anglin said that the Privy Council in many judgments held that the Canadian Parliament "has and was intended to have powers of legislation as large and of the same nature as the Imperial Parliament itself". He added that the area within which the powers so conferred may be exercised "is restricted to the territorial limits of the colony, to whose legislature they are granted," and that the detention or subjection to restraint of the persons employed by the railway by the Attorney-General, without the territorial limits of Canada, "is *ultra vires* of the Dominion Parliament."

Speaking in the House of Commons on June 26, Justice Minister Charles Fitzpatrick announced that the Government did not agree with Justice Anglin's decision and would apply to the Privy Council for leave to appeal.

Several important wage changes during June 1905 were recorded by the GAZETTE. Bricklayers and masons in St. Hyacinthe, Que., had their wages increased to $3 per day while stone cutters received $3.50. In Montreal, 400 bricklayers had their wages increased from 40 to 45 cents an hour and a large number of carpenters had their wages boosted from 22½ to 30 cents per hour.

Minimum wages for plumbers in Brantford, Ont., were raised from 27½ to 30 cents an hour. In Vancouver, sheet metal workers gained a schedule of $3.25 per day, with time and one-half for overtime until 10 p.m. and with double time on legal holidays and Sundays, and from 10 p.m. to 7 a.m.

Price advances for beef and other meats in June were recorded for several centres in Quebec and Ontario in the monthly survey of the cost of living. Bread, on the other hand, was reduced from six to 5½ cents for a 1½-pound loaf in Hamilton, Ont., and a reduction in the wholesale price of sugar went into effect over the entire country.

In Toronto and other Ontario centres it was reported that construction in progress would not provide adequate accommodation for workers during the winter and that conditions in this respect would be only slightly alleviated as compared with the previous year.

International Labour Organization

Minister of Labour Addresses 38th International Labour Conference

Says Canada has faith in aims and purposes of ILO. Canadian worker delegate also speaks during meeting's first 15 days, employer delegate participates in debate over seating of Communist employer delegates

Canada has faith in the aims and purposes of the International Labour Organization and in its ability to continue the progress it has made towards the fulfilment of the principles which were incorporated in its charter 36 years ago, Hon. Milton F. Gregg, Minister of Labour, said in an address June 15 at the 38th Session of the International Labour Conference at Geneva.

"Its achievements over the years are outstanding as a pioneering agency concerned with matters of human welfare and also as a disseminator throughout the world of a great body of useful experiences it has accumulated through the various phases of its work," he said. "I have confidence that the ILO can and will work out solutions for current issues consistent with its principles and structure."

Referring to labour-management relations in Canada, Mr. Gregg said that a maturing had been taking place in this field.

"We are exploring more and more the factors that make for constructive employer-union relations, partly because we know they contribute to higher productivity, but, more important, because they are a desirable end in themselves. They help provide a more satisfactory industrial environment from the point of view of human aspirations and human needs. Indeed they may be said to constitute a significant aspect of our developing democratic civilization."

Mr. Gregg observed: "A country's industrial relations system reflects the ability of its people to work together freely towards the objectives they hold in common while at the same time working out their differences in constructive fashion. Mature industrial relations require a breadth of outlook sufficient to recognize and respect the other person's position, combined with a determination to hold strongly by basic principles. Their essence is a healthy spirit of give and take."

The development of good industrial relations, he said, was an objective which different countries will always pursue in different ways. Mr. Gregg then went on to explain the features of industrial relations as they had developed in Canada.

The first significant feature in Canada, in Mr. Gregg's opinion, was the level at which collective bargaining normally takes place, at plant level.

Most frequently collective agreements apply in Canada to a single plant or undertaking, Mr. Gregg said, although there were exceptions. Local bargaining was felt to be one of the best ways of retaining the flexibility needed to deal effectively with local problems.

When negotiations take place at the local level, the officers of the local union and the managers of the local plant are directly involved. The agreement reached is one of their own making, one to which they feel personally committed.

There is evidence that the chances of unrest, of uneasiness, of unauthorized stoppages, of resentful slowdowns, are reduced in proportion to the degree to which responsibility for agreement is carried by individuals at the working level. Also, there is good reason to believe that negotiations at the working or plant level are more likely to be guided by practical rather than theoretical or even ideological considerations.

Bargaining at the local level in Canada, the Minister said, "takes into account many regional and national factors but, in the process of doing so, it does not ignore local factors which may be equally or even more important".

A second distinguishing feature of Canada's industrial relations system, Mr. Gregg told the conference, was the emphasis on administration of the collective agreement.

The typical agreement in Canada does far more than specify the wages, hours, vacations and other working conditions of the workers it covers. It sets forth also seniority provisions, grievance procedures, and clauses designed to deal in orderly fashion with questions of workload, promotions, job transfers and other matters affecting the worker's security and status.

Employers in Canada, Mr. Gregg said, strongly oppose insertion of any clauses which might infringe upon their rights; nevertheless they find value in the orderly procedures set forth in the agreements.

A third significant feature in the industrial relations system in Canada, Mr. Gregg noted, was that bargaining between the parties is usually an annual affair.

Annual negotiations mean that the parties have an opportunity every year to revive clauses in the agreement that have not worked well. This almost continuing process of adjustment provides a flexibility in the labour-management relationship, attuned to the complexity of the agreement and the fact that the environment in which it operates is itself subject to constant change in response to trade fluctuations, climatic extremes, technological progress, or the ebb and flow of international tensions.

Mr. Gregg said that some people felt that agreement extending over a longer period led to a more settled atmosphere, and that recently there have been a number of important experiments with long-term contracts.

"In one sense", Mr. Gregg said, "the annual renegotiation of agreements reflects a special interest in the general economic outlook. Because they have come to expect a steadily rising standard of living, Canadian workers tend naturally to prefer bargaining procedures that leave room for frequent improvements in conditions of employment. Management representatives understand this line of thought, which is in accord with the generally optimistic attitude towards the economic future of our country, while naturally maintaining, as they do, the right to make such reservations as to its application as circumstances may demand."

A fourth significant feature of the Canadian system, he continued, was a general tendency to rely on collective bargaining as the primary means of achieving economic objectives rather than on legislation or government action. However, he said, labour and management, and the general public, looked to legislation to provide basic minimum economic and protective standards, and to provide assistance to the collective bargaining process.

In Canada, Mr. Gregg said, there appears to be three main contributions which a government may make in its industrial relations role: a good economic environment; legislation that helps and stimulates the collective bargaining process, and a number of research and promotional services.

By a good economic environment, Mr. Gregg said he meant that government should help create conditions conductive to high levels of production and employment by using all the fiscal, monetary and legislative devices at its disposal.

On the provision of a legislative framework conductive to collective bargaining he said: "Under Canadian law, in most jurisdictions, collective bargaining is compulsory, provision is made for the orderly selection and certification of bargaining agents, a number of practices disruptive to good industrial relations are prohibited, and strikes and lockouts may not take place legally until full resort has been made to prescribed conciliation procedures."

Two main ideas lie behind these provisions and procedure, the Minister said: (1) that collective bargaining should be encouraged; and (2) that the welfare of the general public must be protected against unnecessary industrial conflict.

On the providing of research and other services, he told how the Canadian Department of Labour published regular information on wage rates, on collective agreements, on the trend of working conditions, on the extent of labour organization, on strikes and lockouts, and on levels of employment and unemployment. Large quantities of information are also provided by other agencies of the Canadian Government, Mr. Gregg said.

In conclusion, Mr. Gregg said he felt that it was an essential honesty and good faith which the ILO wished as a base for all industrial relations. "It can only be found," he declared, "in an atmosphere of freedom, where principles of freedom of association and of free collective bargaining for which the ILO has stood over the years are scrupulously maintained."

Conference Opening

The 38th Session of the International Labour Conference was declared open on June 1 by the Chairman of the International Labour Organization's Governing Body, Robert Ago of Italy. More than 700 delegates were in attendance, with sixty-three of the ILO's seventy member countries being represented.

In the afternoon sitting, Garcia Oldini, Minister of Chile in Switzerland, was unanimously elected President of the Session.

Agenda and Resolutions

Subjects to be discussed at the Conference include:—

Report of the Director-General.

Financial and budgetary questions.

Information and reports on the application of Conventions and Recommendations.

Vocational rehabilitation of the disabled (second discussion).

Penal sanctions for breaches of contract of employment (second discussion).

Vocational training in agriculture (first discussion).

Welfare facilities for workers (first discussion).

Ten resolutions were submitted to the Conference. They included:—

A resolution on the 10th anniversary of the United Nations reaffirming the faith of the International Labour Conference in the aims and objectives of the UN, noting the efficient collaboration that has existed so far between the two organizations and pledging the ILO to continue this collaboration.

A resolution welcoming the holding of the international conference on the peaceful uses of atomic energy and expressing the hope that it will be successful in stimulating international co-operation in this important field. The resolution requests the ILO Governing Body to consider the part the ILO can play in assisting governments and industry in "promoting the development of the use of atomic energy for peaceful industrial purposes and as a means of raising living standards; in handling such problems of economic and social adjustment as may arise; and in promoting the highest standards of health, safety and welfare among workers in atomic plants and in other undertakings affected by the development of the industrial uses of atomic energy."

A resolution stressing that good labour-management relations are "a source of strength to society" and urging the ILO Governing Body to draw up a practical program of ILO action to promote labour-management co-operation and better human relations in industry throughout the world.

Two resolutions asking the ILO to continue its study of the problem of part-time employment of women and the employment of older women as well as the problem of the employment of women having dependent young children.

A resolution, submitted by the Polish workers' delegate and the Soviet workers' delegate, recommending the adoption of a new international convention on trade union rights based on the charter of trade union rights adopted by the General Council of the World Federation of Trade Unions.

A resolution presented by the Soviet government delegates on the elimination of discrimination in the field of labour, social security and trade union activity and asking that the question be placed on the agenda of the 1957 session of the Conference with a view to the adoption of an international convention on the subject.

Dispute over Communist Delegations

The Conference voted June 4 to give employers' delegates from Communist countries the right to sit in committees despite threats of a walkout by the United States.

The Communist employers' delegates were seated only as deputy members in the committees. This was unacceptable to William McGrath, United States employers' delegate. Employers of other countries had joined the United States in an unsuccessful battle to keep Communist employers' delegates out of the ILO's meetings altogether.

The non-communist countries expressed the belief that Communist employers' delegates were merely another kind of government delegate.

The Greeks joined the American employers in walking out of the committees.

The Canadian employers' delegate, A. W. Campbell, spoke during the debate on the proposal to seat Communist delegates as deputy members of committees. He said that the tripartite structure in its truest form must be maintained for the successful functioning of the ILO. Canadian employers' delegates, he said, supported this view and were therefore opposed to anything which derogated from it.

It is not by accident that a small minority of the labour movement in Canada has become infected with the ideologies and political thoughts which dominate the Iron Curtain countries. We know how much effort they have spent and how continually they have worked to sow the seeds of dissension in our ranks in order to further their own purposes, but the Canadian workers themselves in overwhelming numbers have seen through this propaganda and have, by their own actions, rooted out these elements bent only on the creation of discord. The employers of Canada welcome this action by the Canadian workers which demonstrated the fundamental unity of our feelings on this question. The employers of my country, whom I represent, bear the hallmark of free employers with the power to set their own policies, subject only to the common good and not to the direction of control of any government. We in Canada enjoy a partnership between government and business, based on a clear and agreed division of the respective functions of each group. This means that I can speak with the voice which is

genuinely the voice of a free employer. This the so-called employers' delegates of these eight countries cannot do. They can only speak with the voice of their Governments and that voice has previously been brought to us most effectively and cleverly by Mr. Arutiunian (Government delegate, USSR).

There is no need for this multiplication of mouthpieces all speaking with the same voice. To grant such a right would be to give special weight to the views of the Governments of these countries; this is treatment not granted to any other country represented here. As I have said, the essence of the unique tripartite structure of the ILO is that the workers, employers and governments should speak with three different voices, whether in disharmony or in harmony, but not with one voice multiplied three times.

U.S. President's Message

The President of the United States, Dwight D. Eisenhower, in a message to the Conference read by U.S. Secretary of Labor James P. Mitchell, said the ILO served the cause of peace by seeking to improve living standards through the voluntary co-operation of many nations.

"Particularly appealing to those who believe in the dignity of the individual," the message said, "is the ILO provision which permits employers and workers to sit on an equal basis with representatives of government in the councils of the organization. In the understanding and co-operation which employers and workers develop through the ILO there is great hope for increased understanding and co-operation among the nations whose employers and workers they represent."

Mr. Mitchell in his address, which included President Eisenhower's message, added his words on the value of the ILO in furthering peace.

Mr. Mitchell admired the spirit reflected in the Report of the Director-General which dealt specifically with management and labour relations. He pointed out that more than 100,000 collective agreements between management and labour were made or renewed in the United States each year.

Canadian Workers' Delegate

Andrew V. Cooper, Canadian workers' delegate, in an address to the Conference on June 11 congratulated the Governing Body of ILO on the prompt action in having the Fifth Session of the Petroleum Committee at Caracas, Venezuela adjourned (see page 819).

Mr. Cooper called for action in Canada on several points, including housing, unemployment, protection of workers' autonomy, a health scheme, and protection from the advent of "automation".

In reference to housing Mr. Cooper said:

The Canadian workers' group would at this time draw the attention of the Conference to the question of housing, which in Canada is very serious. While new housing accommodation is proceeding at a high rate, the backlog is increasing. The cost of new houses is out of reach of the great percentage of home seekers, and the effort being made by the Government is not adequate. Speculation in real estate has resulted in inflation.

On unemployment he said: "Despite an apparent upsurge of business following the recession of 1954, unemployment in Canada continues at a high level. Much of this is called seasonal, and labour is becoming alarmed that employers and government are becoming more ready to call any unemployment seasonal in character."

The autonomy of the workers' group must be preserved, Mr. Cooper said. He called upon the ILO to impress upon governments the necessity of permitting the free association of workers in the union of their choice. Free bargaining, he said, should be permitted in all classifications of the working force.

The national health scheme, he said, is the responsibility of the Government, "and we are impatient with the slow progress the Government has shown on such an imperative measure".

On automation Mr. Cooper told the Conference the workers' group was aware of a threat.

We are a practical group, and will not oppose progress as was done by certain groups a century ago. We do feel, however, that with the birth of automation certain responsibilities will have to be assumed by governments to provide that the displaced persons receive adequate financial compensation for losses incurred. Reduction of the working force from 35 per cent to 90 per cent is already in effect in certain industries. It is apparent that the technological improvements now appearing on the scene must be followed by some human technology on the part of those benefiting most as a result of this industrial revolution. The foundation which is being laid in North America in this new venture could well become the structure for the rest of the world to build upon.

Mr. Cooper stressed the degree of freedom enjoyed by the workers in Canada. He said Canadian workers do not need to fear being penalized, or disciplined for criticizing or disagreeing with the policy of their Government.

In closing, Mr. Cooper said that because of the distribution of labour jurisdiction between the provinces and the federal Government problems arise which paralyze trade union action to a considerable extent. He said there was a "pressing need for the Canadian Government to take the initiative

to revise the Canadian Constitution, in co-operation with the competent authorities, in order to make it more consistent with modern requirements".

Canadian Participation

Canadian Government members were named to the following committees: Selection Committee; Committee on Vocational Rehabilitation, Committee on Agriculture, Committee on Welfare Facilities.

A. W. Campbell, Canadian Employers' Delegate, was appointed a member of the Selection Committee. He was also named a deputy member of the Resolution Committee with W. J. McNally and G. C. Bernard as substitutes; a member of the Committee on Vocational Rehabilitation with substitutes J. Arthur Laprès and J. A. Brass; a member of the Committee on Migrant Workers with substitutes J. A. Brass and J. Arthur Laprès; a member of the Committee on Penal Sanctions with substitutes G. C. Bernard and S. M. Gossage; a member of the Committee on Agriculture with substitutes W. J. McNally and G. C. Bernard; a member of the Committee on Welfare Facilities with substitutes S. M. Gossage and W. J. McNally.

Andrew V. Cooper, Canadian Workers' Delegate, was named a member of the Resolution Committee. Other members of Canada's Workers' delegation named to committees were: J. G. McLean, to the Committee on Vocational Rehabilitation; S. M. Hodgson, to the Committee on Migrant Workers; Jean Marchand to the Committee on Penal Sanctions; Albert Mayer to the Committee on Agriculture, and John Brady to the Committee on Welfare Facilities.

Fifth Session, Petroleum Committee

Venezuela, where meeting convened, declares ILO worker representative *persona non grata*, causing premature adjournment of the conference

A dispute between the Venezuelan Government and the International Labour Organization over delegates' freedom of speech brought to an abrupt and premature conclusion the Fifth Session of the ILO Petroleum Committee* at Caracas, Venezuela. Opened on April 25 and scheduled to continue until May 7, the session was adjourned on May 2.

The next day the Venezuelan Government protested to ILO Director-General David A. Morse, against the termination of the meeting and notified him that Venezuela was withdrawing from the Organization.

The session was adjourned when Venezuela failed to reverse its expulsion of a workers' representative on the ILO Governing Body, Adrianus Vermeulen of the Netherlands, who was ordered to leave the country and was declared *persona non grata* after he had made a statement at the Committee's opening meeting that charged the Venezuelan Government with violation of the freedom of association.

The Canadian delegation to the session comprised:—

Government delegates: Bernard Wilson, Assistant Director, Industrial Relations Branch, Department of Labour, Ottawa; and R. H. Hooper, Industrial Relations Officer, Department of Labour, Winnipeg.

Employer delegates: A. C. Harrop, Manager of Employees' Relations, Imperial Oil Co. Limited, Toronto; and Harold E. Saunders, Manager, Industrial Relations Department, McGoll-Frontenac Oil Company Limited, Montreal; R. F. Hinton, Personnel Manager, Shell Oil Co. of Canada Limited, Toronto, attended as an adviser to the employers' delegates.

There were no Canadian workers' delegates because Canadian workers declined to nominate delegates on the ground that some years ago the Venezuelan Government had imprisoned certain labour leaders and had held them ever since without trial despite appeals for their release by the International Confederation of Free Trade Unions and other labour bodies. Workers of the United Kingdom, the United States and Mexico also declined to nominate delegates.

Membership on the Petroleum Committee was recently raised from 14 nations to 16, and the following countries were represented at the Session: Burma, Canada, Colombia, Egypt, France, Indonesia, Iran, Iraq, Italy, Japan, Mexico, Netherlands, Peru, United Kingdom, United States, Venezuela.

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Mr. Vermeulen in his address to the conference outlined the history of the relations between the Venezuelan Government and the International Labour office. He spoke of the ILO mission which visited Venezuela in 1949 and reported on the state of the trade union movement at that time, denouncing restrictions on free trade unionism which then existed. He told of his own visit to Venezuela in 1952, at which time he recommended that the Government of Venezuela release trade union leaders then in jail, and guarantee the free operation of the labour movement. He noted that the Venezuelan Government at that time promised that before the elections scheduled for December 1952 were held, the jailed trade union leaders would be released.

He said that none of the promises made by the Government in 1952 had been fulfilled, that trade unionists—he named several of them—still remained in jail and trade union freedom had not been restored. He noted that because of this the worker members of the Governing Body had opposed the holding of the ILO Petroleum Conference in Venezuela.

Mr. Vermeulen made three specific demands of the Venezuelan Government.

1. That it put at liberty all of the trade unionists who were not accused of actual crimes, and allow them to leave the country if they wished to do so;

2. That it give those charged with criminal actions a fair trial as soon as possible;

3. That it declare that it was going to provide real trade union liberty by legislation conforming to procedures laid down by various resolutions of the International Labour organization.

Among the reports which had been prepared for the Fifth Session of the Petroleum Committee at Caracas, and which could not be properly dealt with because of the difference which arose, was a report on "Recent Events and Developments in the Petroleum Industry" prepared by the ILO. It showed that the accelerated search for oil is fairly general and covers not only the better known oil-producing regions but also those where little or no petroleum has so far been found.

Another report which was to have been considered by the Committee was on "Contract Labour in the Petroleum Industry". This report showed that in the less industrialized countries in the Middle and Far East a wide gap exists between the conditions which are enjoyed by workers directly employed by oil undertakings and those under which contract labour works and lives. The report made it clear, too, that the problem of contract labour is a complex one, and must be studied in the light of local conditions.

UAW Wins Wage Guarantee

(Continued from page 812)

In Canada

On the Canadian scene, George Burt, the UAW's Regional Director in Canada, announced June 15 that his union stands ready to call 18,000 General Motors of Canada workers out on strike to win the guaranteed annual wage this year. Mr. Burt told the union's Ford council in Oakville, Ont., that the resources of the auto workers' $25,000,000 strike fund in Detroit would be available to win the guaranteed annual wage in Canada.

Other Provisions

Apart from the agreement to establish a fund for laid-off auto workers, the new contracts call for an increase in the annual improvement factor (based on greater productivity) that will automatically increase all base pay rates each of the next three years, starting in June 1955, by six cents an hour or 2½ per cent of base pay, whichever is greater.

Other items in the new agreements call for the following:—

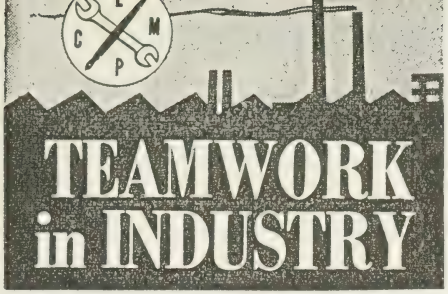
A pension plan that calculates retirement benefits at the rate of $2.25 for each year of credited service instead of $1.75 as in the past.

Increased vacations so that employees with 10 to 15 years' service will be entitled to two and one-half weeks' vacation with pay instead of two weeks as in the past.

An improvement in the cost-of-living escalator clause so that the cost-of-living allowance will go up one cent an hour every time the index rises one-half of a point, whenever the allowance is higher than six cents an hour. In the past, the allowance increased one cent an hour every time the index went up ⅗ of a point.

A seventh straight holiday in the form of a half holiday Christmas Eve and a half holiday New Year's Eve.

Triple pay for holiday work by most employees, wage increases for workers in certain skilled classifications and improvements in insurance, including workers' wives and children for the first time in in-hospital medical benefits.



How much information should a company give its employees about the company's affairs? An adequate answer to this question has been given in a speech by Herbert H. Lank, President of the Du Pont Company of Canada, Limited.

"Business men should spend less time talking to one another, and more time informing their employees about the purposes, problems and methods of business."

Mr. Lank further said that "management has neglected its obligation to tell the story of how our business works, how the economic welfare of employees is inseparable from that of management and owners, how our production potential can be realized only by earnest teamwork.

"Perhaps we of management have spent too much time talking to each other and not enough talking with our employees, the people on whose enthusiastic co-operation the actual success of our industries and business programs so largely depends.

"We must devise more imaginative ways of helping people understand what we are doing. We must devise more effective ways of demonstrating that management does think and act in terms of human values as well as dollars.

"There is no secret formula for success here. We must continue to serve well all those whose well-being is related to the operation of our individual business—and we must make certain in a new and fuller sense that they understand what we are doing and why, and how it affects them."

Citing a recent opinion survey in the United States in which a majority of employees felt they could rely on management to make working conditions as safe as possible, Mr. Lank said: "This reflects management's long-term campaign for better industrial safety, which is successful largely because employees are able to understand the mutual interest of employees and management in lowering industrial accident rates.

"It may be more difficult to demonstrate this same mutuality of interest in the economic sphere," he added. "The self-interest of the employee in the profitable operation of his company may not seem so apparent at first glance as his self-interest in better safety. Yet even where management and employees disagree over how the rewards of production should be shared, it should be obvious that greater production would provide larger shares for all concerned.

"It is increased production, resulting from tools and machinery, that increases individual productivity and gives us a higher standard of living.

"What each of us has to do is to ask ourselves who is the most affected by industry and contemporary business. Is it the shareholders with their dividends? Is it the employees with their high standard of living? Is it the consumers because they share in the benefits of competition and acquire comfort from owning the commodities of modern living? Is it management because of its prerogatives?

"The real answer lies in the fact that all society profits abundantly from good business."

* * *

A novel method of making clear the exact nature of subjects put forward as suggestions is used in the minutes of the labour-management co-operation committee in a Winnipeg public utilities establishment.

Instead of just explaining in words what the subjects involve, the minutes tell, and show through illustrations, what they are all about.

To get a clear picture of the idea, let us examine the minutes of a recent meeting of the group.

We find that lockers, ventilation, track trailers, battery charges and constitution changes are subjects on the agenda.

In addition to the words describing the subjects, a drawing of each appears beside them—a common-type locker, track car, ventilating fan, battery charger layout, and a scroll representing the constitution. The layout is quite impressive—shows you at a glance what is up for discussion.

Committees with plant artists at their disposal might use this idea to advantage.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during May and issued three certificates designating bargaining agents. During the month, the Board allowed the withdrawal of three applications for certification and received four applications for certification.

Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Lake Shore Lines, Limited, Montreal, employed aboard the S.S. *Island King II* (L.G., June, p. 654).

2. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors employed by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., in its freight, passenger, and yard service (L.G., June, p. 654).

3. International Association of Bridge, Structural and Ornamental Iron Workers, Local 97, on behalf of a unit of structural iron workers employed by Edgar Bickerton Bridge and Structural Steel Erectors, Ltd., at Lewes River, Mile 897, Alaska Highway, Yukon Territory, and elsewhere in the Yukon Territory (L.G., June, p. 654).

Applications for Certification Withdrawn

1. Saguenay and Lake St. John Telephone Employees' National Syndicate, applicant, and The Bell Telephone Company of Canada, respondent (L.G., May, p. 541).

2. Transport Drivers, Warehousemen and Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), applicant, and Smith Transport Limited, Montreal, respondent (L.G., May, p. 541).

3. International Union of Operating Engineers, Locals 115 and 955, applicants, and Northern Construction Company and J. W. Stewart Limited, Edmonton, Alta., respondent (L.G., May, p. 541).

Applications for Certification Received

1. National Syndicate of Longshoremen of Ha! Ha! Bay, on behalf of a unit of longshoremen employed by Saguenay Terminals Ltd. in its Port Alfred Division, Port Alfred, Que. (Investigating Officer: C. E. Poirier).

2. National Syndicate of Salaried Employees of Saguenay Terminals Limited, on behalf of a unit of office employees employed by Saguenay Terminals Limited in its Port Alfred Division, Port Alfred, Que. (Investigating Officer, C. E. Poirier).

3. Association of Radio and Television Employees of Canada, on behalf of a unit of building maintenance employees employed by the Canadian Broadcasting Corporation at various locations across Canada (Investigating Officer: B. H. Hardie).

4. United Steelworkers of America, on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Company Limited at Seven Islands, Que. (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister appointed conciliation officers to deal with the following disputes:—

1. Newfoundland Employers' Association Limited (general cargo), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

2. Newfoundland Employers' Association Limited (Newfoundland Coal Company Limited), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

3. Newfoundland Employers' Association Limited (salt and coal boats), St. John's,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

4. Radio Saguenay Limited (Radio Station CKRS), Jonquière, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

5. Canadian Broadcasting Corporation and Association of Radio and Television Employees of America (Conciliation Officer: Bernard Wilson).

6. Lake Shore Lines Limited, Lachine, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

7. Eastern Canada Stevedoring Co. Ltd., Halifax, N.S., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. T. Cochrane).

8. Eastern Canada Stevedoring Co. Ltd., Toronto, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

9. Atomic Energy of Canada Limited, Chalk River, Ont., and Atomic Energy Allied Council, American Federation of Labour (Conciliation Officer: H. Perkins).

Settlements Reported by Conciliation Officers

1. Canadian Broadcasting Corporation and Association of Radio and Television Employees of America (Conciliation Officer: Bernard Wilson). (See above.)

2. Radio Saguenay Limited (Radio Station CKRS), Jonquière, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier). (See above.)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department, in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. Newfoundland Employers' Association Limited (salt and coal boats), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor). (See above.)

Conciliation Boards Appointed

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers (Conciliation Officer: H. Perkins) (L.G., June, p. 655).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Atomic Energy Allied Council, American Federation of Labour (Conciliation Officer: H. Perkins). (See above.)

3. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 509 (Conciliation Officer: G. R. Currie) (L.G., June, p. 655).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in December 1954, to deal with matters in dispute between the Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont., and the National Association of Broadcast Employees and Technicians (L.G., Feb., p. 171) was fully constituted in May with the appointment of Eric. G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, J. K. Sims, Kitchener, Ont., and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nomination of the Company and union respectively.

The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Canadian Pacific Air Lines Limited and Canadian Air Line Flight Attendants' Association (L.G., May, p. 542), was fully constituted in May with the appointment of Prof. Henry Angus, Vancouver, as Chairman. Prof. Angus was appointed by the Minister in the absence of a joint recommendation from the other two members, John Groves Gould, Vancouver, and A. R. Eddie, Hatzic, B.C., who were previously appointed on the nomination of the Company and union respectively.

The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Shipping Federation of British Columbia, Vancouver, and the International Longshoremen's and Warehousemen's Union, Local 509 (see above), was fully constituted in May with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed by the Minister in the absence of a joint recommendation from the other two members, M. M. McFarlane and George Home, both of Vancouver, who were previously appointed on the nomination of the Company and union respectively.

Settlement Following Strike Action

CKCV Limited, Quebec, and National Association of Broadcast Employees and Technicians (L.G., April, p. 426). Direct negotiations re-opened and dispute settled.

Industrial Inquiry Commission Appointed

In May, the Minister appointed Arthur MacNamara, Ottawa, Ont., as an Industrial Inquiry Commission to mediate the issue in dispute between the Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 656). A settlement of the dispute was reached in May by direct negotiations.

Two Amalgamations Involving Five CCCL Federations Likely Soon

The Canadian and Catholic Confederation of Labour is consolidating its ranks by the amalgamation of a number of its federations. The mergers, when completed, will reduce from 16 to 13 the number of CCCL federations.

The National Catholic Textile Federation, at its convention in Sherbrooke, adopted in principle a plan to amalgamate with the National Federation of Clothing Industry Workers and the National Federation of Full-Fashioned and Circular Hosiery Workers. Both of the latter had already approved such a merger. The three federations have a total of more than 15,000 members.

The National Catholic Federation of Building and Construction Materials Trades recently endorsed amalgamation with the Catholic Federation of Wood Workers, which had already approved such a move. This merger would bring together more than 22,000 members of the CCCL.

Recent Changes in Wage Rates and Other Provisions of Collective Agreements

Increase in wage rates provided in 70 per cent of group of collective agreements that became effective in six-month period ending March 31. Proportion granting pay boosts somewhat smaller than in earlier years

Seventy per cent of a group of collective agreements examined recently by the Economics & Research Branch provided an increase in wage rates. The 245 agreements studied became effective between October 1, 1954, and March 31, 1955. Compared with studies of collective agreement changes in earlier periods, the present study indicates that a somewhat smaller proportion of agreements are currently providing increases in wage rates or improvements in other employee benefits.

As was the case in 1954 and 1953, the majority of wage settlements were in the range of 5 to 9·9 cents per hour. Fewer agreements than before provided wage increases as high as 10 cents or more, while a higher proportion made no change or provided increases of less than 5 cents.

Most of the 245 agreements included in the study provided one or more than one of the following: a wage increase, reduced hours of work, more liberal vacation provisions, an increased number of paid statutory holidays, the introduction of some new form of welfare provision.* Wage increases were by far the most frequent gain registered in the agreements, as indicated by the following distribution of agreement changes:

Changes in	Per cent of Agreements	Per cent of Workers Covered
Wage Rates	70	77
Vacation Provisions	19	26
Statutory Holidays	14	17
Hours of Work	12	11
Introduction of		
Medical and/or Accident Insurance	3	2
Group Life Insurance	1	1
Paid sick leave or cash compensation for wage loss due to illness	1	1

The comparison between new and previous collective agreements showed, also, that increases in wage rates were accompanied by increased fringe benefits in the following proportions:

	Per cent of Agreements	Per cent of Workers Covered
Wage change only	38	38
Wage change and change in one or more other items	32	39
Change in the other items only	8	7
No change in wage rates or in the other items	19	15
Agreements not comparable	3	1

Wage Rate Changes—Tables 1 and 2 indicate a continuance of tendencies revealed by previous studies covering 1953 and 1954 (L.G., 1953, p. 1410 and L.G., March 1955, p. 319): a large majority of the contracts provide increased wage rates; and the majority of workers covered were in the group receiving increases of 5 to 9 cents. But in the present study new contracts without wage increases or with increases of less than 5 cents an hour are relatively more numerous than in the 1953 and 1954 studies, while negotiated increases in excess of 10 cents are conversely rarer.

The collective agreements from which the information in this article is taken are part of a sample of 1,000 current agreements maintained in the Economics and Research Branch for analytical purposes. From this sample, 245 agreements, covering 125,100 workers, that became effective between October 1, 1954, and March 31, 1955, have been compared with the previous agreement for wage rate and other changes in working conditions. Other contracts in the sample were renegotiated during the period under review but copies of them had not been forwarded to the Branch in time to be included.

Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where increases of different amounts apply to different groups of employees, the increase to the largest number is the one used. A number of the agreements provide for deferred wage increases to take effect at various stipulated times during the life of the agreement. The total amount becoming effective within the first year of the agreement is the amount shown in Table 2.

*The study of welfare plans was limited to the introduction of such plans, and did not extend to an examination of changes in existing plans.

TABLE 1.—PROPORTION OF COLLECTIVE AGREEMENTS PROVIDING CHANGES IN WAGE RATES

(in 245 agreements becoming effective between October 1, 1954, and March 31, 1955, in sample of 1,000 agreements)

Provisions	All Industries				Manufacturing				Non-Manufacturing			
	Number of Agreements		Number of Workers Covered		Number of Agreements		Number of Workers Covered		Number of Agreements		Number of Workers Covered	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Wage rates increased from previous agreement	171	69·8	96,800	77·4	107	68·1	63,900	81·3	64	72·7	32,900	70·8
Wage rates unchanged from previous agreement	67	27·3	27,200	21·7	43	27·4	13,600	17·3	24	27·3	13,600	29·2
Wage rates not comparable with previous agreement	7	2·9	1,100	0·9	7	4·5	1,100	1·4	—	—	—	—
Totals	245	100·0	125,100	100·0	157	100·0	78,600	100·0	88	100·0	46,500	100·0

TABLE 2.—WAGE RATE INCREASES IN CENTS-PER-HOUR PROVIDED IN COLLECTIVE AGREEMENTS

(in 171 of 245 agreements becoming effective between October 1, 1954, and March 31, 1955, in sample of 1,000 agreements.)

Wage Rate Increases	All Industries				Manufacturing				Non-Manufacturing			
	Number of Agreements		Number of Workers Covered		Number of Agreements		Number of Workers Covered		Number of Agreements		Number of Workers Covered	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Up to 4·9 cents per hour	75	43·9	33,800	34·9	54	50·5	24,600	38·5	21	32·8	9,200	28·0
5 — 9·9 " " "	77	45·0	54,700	56·5	46	43·0	35,700	55·9	31	48·4	19,000	57·7
10 — 14·9 " " "	14	8·2	5,100	5·3	6	5·6	2,500	3·9	8	12·5	2,600	7·9
15 — 19·9 " " "	5	2·9	3,200	3·3	1	0·9	1,100	1·7	4	6·3	2,100	6·4
Total providing wage rate increases	171	100·0	96,800	100·0	107	100·0	63,900	100·0	64	100·0	32,900	100·0

The seven agreements shown in Table 1 as having wage rates not comparable with those of previous agreements are textile industry contracts which did not include a wage schedule or whose wage schedules were not comparable from contract to contract.

Table 2 shows that in approximately 90 per cent of the contracts granting increases, covering about the same proportion of the workers in the survey, the wage increase was less than 10 cents. The five agreements providing wage rate increases above 15 cents per hour included two agreements in which a good part of the increase went towards compensating for a reduction in the hours of work and three agreements without changes in hours in the construction industry.

Some 74 agreements affecting approximately 41,000 workers were to run for two years or more. Of this group, 65 agreements covering 36,000 workers provided wage increases. Most contracts in this group followed the general pattern of a wage increase of 1 to 9·9 cents during the first year of the agreement. Further wage increases becoming effective after the first year of the agreement were stipulated in 28 contracts covering 14,000 workers. The latter figure includes more than 10,000 employees of the meatpacking industry's three main producers.

Wage increases usually became effective at the same date as the agreement. This was the case in 74 per cent of the 171 agreements providing wage increases and included 59 per cent of the workers covered. In the other agreements, the date of the wage increase was prior to the effective date of the agreement (8 agreements covering 7,700 workers), or later than the effective date (21 agreements, 16,100 workers), or the agreement included more than one increase during the first year (15 agreements, 16,000 workers).

Cost-of-Living Escalator Clauses—Only 20 of the 245 agreements examined contained cost-of-living escalator provisions whereby wage rates are periodically adjusted for changes in the consumer price index. Of these, three had not previously included such a clause. On the other hand, eight agreements cancelled their former escalator clause.

Hours of Work—The number of regular hours of work per week was changed in 30 contracts covering 13,000 workers. In no case was the number of hours increased. Hours per week were reduced to 40 from 42, 42½ or 44 in 19 agreements covering 8,000 workers. In ten other agreements, hours were also reduced but the work week still exceeded 40 hours. One agreement, affecting 1,000 workers in the lithographing industry in eastern Canada, provides for a reduction of the work week from 40 to 37½ hours, effective next October. The reduction in hours of work became effective at the same date as the agreement in two-thirds of the 30 agreements providing for such a reduction; the reduction in the others was to take place at a later date.

Statutory Holidays—The number of paid statutory holidays in the year was increased in 34 agreements affecting 21,000 workers. In nearly all cases the number of paid holidays was increased by either one or two days. The number of days under the new provisions ranged from five to 11 days per year. In a majority of the cases where changes were made, however, it was found that the number of days had been increased to eight from six or seven.

Annual Vacations—Changes were slightly more frequent in provisions for paid annual vacations than in those governing statutory holidays. Vacation provisions were altered in 47 agreements affecting 32,000 workers. The changes affected either the length of the vacation period, the service requirements for qualification or the rate of vacation pay.

Provisions for a third week of vacation were introduced for the first time in 16 agreements affecting 18,000 workers. In 10 of these agreements the qualifying length of service was set at 15 years; in the others the qualifying periods extended from 10 years (one agreement) to 25 years. Fifteen other agreements reduced the service requirements for the third week of vacation, in most cases by five years of service, to 20, or 15, and, in the case of three small units, to 10 years for qualification.

A qualifying period of as low as 10 years for a three-week vacation has been extremely rare in Canadian industry, and it is interesting to note four examples of this provision in the present study, even though in each case the bargaining unit was small.

Another unusual provision, that of a fourth week of paid vacation, was added in five agreements, with a service requirement of 25 years.

Service requirements to qualify for a second week of vacation were revised in nine agreements, the requirements usually being reduced by one year to five, four or three years of service.

The rate of vacation pay was increased in five agreements covering 2,500 workers.

Pensions and Welfare Plans—New provisions introducing pension and welfare plans such as group health insurance, group life insurance and paid sick leave were infrequently met with in the new agreements examined. Only 12 agreements covering 4,000 employees included the introduction of one or more of these items, of which eight were medical or accident insurance plans and two were pension plans.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during April and May made obligatory a number of changes in wages, hours, overtime, vacation with pay and paid holidays.

In the construction industry, Sherbrooke region, a separate part now concerns pipe mechanics, steamfitters, sheet metal workers, roofers, etc. The territorial jurisdiction applying to these trades is divided into two Zones: Zone I, cities or towns of Sherbrooke, Farnham, Cowansville, Granby, Magog, Asbestos, Windsor, East Angus, and within a radius of five miles of their limits; Zone II, the remainder of the territorial jurisdiction. Minimum rates at Sherbrooke for these trades were increased by 10 cents to $1.50 per hour and two deferred increases were provided which will make the rate $1.70 per hour from April 1, 1956; in Zone II, two deferred increases will make the rate $1.60 per hour from April 1, 1956. Weekly hours of Zone I for the above trades, from October 1, 1955, will be reduced from 44 to 40; in Zone II, unchanged at 44 per week. Other provisions include one additional holiday.

In the construction industry at Quebec, minimum rates for classifications of the general wage scale were increased by from 5 to 10 cents per hour; minimum weekly rates for permanent maintenance workers were increased by $5 per week. Regular weekly hours for labourers of Zone I were reduced from 48 to 44, in line with other classifications in this Zone. New supplementary provisions governing plumbers, steamfitters, pipe mechanics, welders, etc., increased the minimum rates for these classifications by from 10 to 15 cents per hour. A deferred increase of 10 cents per hour for journeymen and 5 cents for apprentices, effective May 1, 1956, was provided for. The cost-of-living escalator clause was deleted.

At Trois Rivières minimum rates for plumbers, steamfitters, refrigeration mechanics, welders, etc., were increased by 10 cents, to $1.45 per hour.

In the construction industry at Rimouski minimum hourly rates were increased by 5 cents; minimum weekly rates for permanent maintenance employees were increased by $2.50 per week.

In the ladies' cloak and suit industry throughout the province, a new agreement provided for the addition of the Rainwear and Sportswear Manufacturers Association to the contracting parties, and a new schedule of minimum rates for the manufacture of Class "B" garments consisting of raincoats, station-wagon coats, ski suits, etc. Other provisions, previously in effect, governing the manufacture of Class "A" garments, including hours, overtime, minimum rates, etc., were unchanged. With minor variations, the working conditions applicable to Class "A" garments, including a 40-hour work week, also govern operations on Class "B" garments.

Fatal Industrial Accidents

(Continued from page 813)

or flying in mines and quarries (7). In the classification "collisions, derailments, wrecks, etc," 54 fatalities were recorded. These included 29 as a result of automobile or truck accidents and 11 involving aircraft. "Falls and slips" accounted for 40 of the fatalities during the period; 36 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 84. In British Columbia there were 44 and in Quebec 42.

During the quarter under review, there were 94 fatalities in January, 74 in February and 81 in March.

Legal Decisions Affecting Labour

Ontario appeal court finds interprovincial trucker not exempt from provincial Act requiring the licensing of vehicles. Quebec courts deal with cases involving automatic renewal of collective agreements and the question of what distinguishes an employee from a contractor

In Ontario the appeal court has ruled that a provincial statute requiring public commercial vehicles to be licensed does not interfere unconstitutionally with an interprovincial carrier.

The Quebec appeal court has held that a clause in a collective agreement providing that notice to negotiate for the amendment of the agreement must be given at least 60 days before the renewal date was null because it did not comply with the Labour Relations Act.

In considering an action for damages, the Quebec Superior Court has examined the legal distinction between an employee and a contractor.

Ontario Court of Appeal . . .

. . . finds interprovincial trucking firm properly convicted under provincial vehicle licensing Act

On May 26, 1954, the Ontario Court of Appeal dismissed the appeals of an interprovincial trucking company from convictions for breaches of the Ontario Public Commercial Vehicles Act, holding that the relevant provisions of the Act did not unconstitutionally interfere with the business of an interprovincial undertaking.

The judgment of the Court was delivered orally by Chief Justice Pickup. The appellant trucking firm had been convicted by a county court judge of operating a public commercial vehicle not licensed as such under the Public Commercial Vehicles Act and without having a public commercial vehicle licence plate attached. The appellant claimed that the Act was *ultra vires* of the provincial legislature with respect to an international and interprovincial highway carrier.

The Chief Justice stated that the appeals did not turn on this question of law, since the appellant had applied for and been granted an operating licence. The Act required as a prerequisite to the granting of an operating licence a certificate of public necessity and convenience issued by the Ontario Municipal Board. If the trucking firm had been charged for failure to hold an operating licence, it might have been necessary to consider whether the province had power to prevent an international or interprovincial undertaking from carrying on business in the province.

The sections of the Act relevant to the case did not interfere with an interprovincial undertaking beyond requiring the vehicles to be licensed with a licence plate attached to them. In His Lordship's view, this was within the legislative power of the province, since it was legislation applicable to all public commercial vehicles whether engaged in intraprovincial, interprovincial or international transportation. It was not necessary to refer to the decision of the Privy Council in the *Winner* case (L.G., April 1954, p. 559) since there had been no unlawful interference by a provincial authority by refusal of a licence or otherwise.

The Court dismissed the trucker's appeal with costs. *Regina* v. *Arrow Transit Lines Ltd.* [1955] 2 DLR 351.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . holds arbitration council properly established as collective agreement not automatically renewed

On February 18 the Quebec Court of Queen's Bench, Appeal Side, allowed a union's appeal from a judgment of the Superior Court, which had granted a writ of prohibition against a council of arbitration on the ground that it was without jurisdiction because a collective agreement between the union and the company had been automatically renewed. The appeal court held that the agreement had not been

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

automatically renewed because the union had given notice of its desire to amend the agreement within the period specified in the Labour Relations Act.

Reasons for the Court's decision were given by Mr. Justice Pratte, who first set out the facts. A collective agreement had been concluded in March 1952 between *La Brique Citadelle Limitée* and Local 103 of the *Union fédérale des ouvriers de briqueterie de Québec*. The agreement provided for its automatic renewal at the end of one year, unless at least 60 days before March 16 either party notified the other of its desire to amend or terminate the agreement.

On January 31, 1953, the union notified the company that it wished to amend the agreement. The company refused to negotiate on the ground that since the union had sent its notice less than 60 days before the renewal date the agreement had been automatically renewed. The union referred the dispute to the provincial Minister of Labour for conciliation and on May 15 the Minister appointed a council of arbitration (conciliation board). The company's application for a writ of prohibition to prevent the board from functioning was granted by the Superior Court on the ground that the collective agreement was in force (L.G., Sept. 1954, p. 1302).

His Lordship stated that the case depended on whether the agreement had been automatically renewed because notice had not been given within the period specified in the agreement, in spite of the fact that the union had given notice within the period specified in Section 15 of the Quebec Labour Relations Act, that is, between the 60th and the 30th day before the renewal date. He considered that the provision in the Act was obligatory and that the parties to an agreement were not free to specify a different period for the giving of notice to amend or terminate the agreement. He pointed out that the automatic renewal of an agreement could directly affect the rights of third parties. The Act permitted an association to be certified in the place of the existing bargaining agent between the 60th and the 30th day before the expiry date of an agreement. This right would exist only if the agreement had not been renewed. If, therefore, the parties to an agreement were free to disregard the provisions of Section 15 of the Act the employees could be deprived of their right to change their bargaining agent, which would be contrary to the spirit of the Act.

As another indication of the intention of the Act, Mr. Justice Pratte noted Section 53, which provided that collective agreements existing at the time the Act came into force should be deemed to be so amended as to make them conform to the provisions of Section 15. This indicated the intention of the Legislature to establish in Section 15 a rule for all agreements.

His Lordship concluded that the automatic renewal clause contained in the collective agreement was null because it did not conform with Section 15 of the Act and that consequently the notice given by the union on January 31 prevented the renewal of the agreement.

The Court, allowing the union's appeal, reversed the judgment of the Superior Court granting the writ of prohibition against the council of arbitration. *Gagné et autres* v. *La Brique Citadelle Limitée et l'Union fédérale des ouvriers de briqueterie* [1955] BR 384.

Quebec Superior Court...

...considering an action for damages, finds truck driver an independent contractor, not an employee

In a judgment given January 5, 1955, the Quebec Superior Court examined the legal question of what distinguishes an employee from a contractor. It dismissed an action for damages arising from an accident caused by a truck driver, holding that the driver was not the employee of the defendant.

The reasons for judgment were given by Mr. Justice Challies. He stated first that the most important characteristic of the relationship between master and servant was the employer's right to give orders. On this point he quoted from Nadeau, *Traité de droit civil du Québec,* Planiol and Ripert, *Droit civil français,* and Savatier, *Responsabilité civile.*

Fixed working hours might point to the fact that a person was an employee but a person could be an employee although he worked only when he wished to do so, and whether he was paid by the piece or by the hour. Other indications which might point to the relationship of employer and employee were continuity of employment, workmen doing work for one rather than several persons, and using the employer's tools.

Mr. Justice Challies stated that the grounds for distinguishing a contract of enterprise from a contract for lease and hire of services were set out in *Quebec Asbestos Corp.* v. *Couture* [1929] SCR 166. In that case it was held that the appellant was an independent contractor because he

supplied his own dynamite and tools, hired, paid and controlled his men and was in no way a subordinate of the mining company. It was stated that the relation of master and servant arises only where the employer retains not only the power of supervising the work generally but also of controlling the method of doing it and the time it is done. Another point mentioned was that if the workman under the contract is free to employ someone else to do part of the work he is almost certainly an independent contractor.

After considering these questions of law and the facts in the case at bar, the Court held that the trucker was not an employee and dismissed the action for damages against the defendant. *Drouin* v. *Desautels* [1955] CS 123.

Labour Legislation in New Brunswick, 1955

Compensation rate for work injury raised to 70 per cent. Plumbing Trade Act authorizes regulations that will be, in effect, plumbing code for province. Certification of plumbing tradesmen authorized

The New Brunswick Legislature was in session from February 10 to April 5. During the session the Workmen's Compensation Act was amended by raising the rate of compensation from 66⅔ to 70 per cent. An Act was also passed to provide for assistance to workmen who had contracted silicosis in the province before it was made a compensable industrial disease.

Three Acts were passed regarding the plumbing trade. They provide for the issuing of general regulations governing materials and workmanship in the trade, for the granting of certificates to qualified journeyman plumbers, and permit municipalities to make further regulations for the licensing of plumbers within a municipality.

Minor amendments were made in the Labour Relations Act and the Mining Act.

In the field of social legislation, a Disabled Persons Act was passed.

Workmen's Compensation

An amendment to the Workmen's Compensation Act raised the rate of compensation for disability, extended the scope of the Act, and added a definition of accident.

The compensation rate was raised from 66⅔ to 70 per cent of average annual earnings, effective January 1, 1956. The maximum annual earnings on which compensation may be based remains at $3,000.

A provision introduced in passage will bring farm workmen under Part I of the Act if the employer applies for coverage. This provision is not effective until it is proclaimed in force. The exclusion of farm workers from the scope of Part II of the Act will also be removed when the section is proclaimed. Part II gives a right of action for compensation against an employer if a work injury is caused by defective equipment or the negligence of the employer or a fellow employee.

Coverage was extended to persons employed by school boards or vocational committees as home economics teachers, industrial teachers, shop teachers, maintenance employees, caretakers and bus operators.

"Accident" is now defined as an unlooked-for mishap or untoward event which is not expected or designed and includes an accident caused by lightning, frost bite or infection from blistered hands.

Compensation for Silicosis

An Act to provide compensation for workmen who contracted silicosis during employment in New Brunswick prior to June 1, 1948, was passed to become effective on June 1, 1955.

Silicosis was designated as a compensable industrial disease under the Workmen's Compensation Act in 1948, but workmen who had contracted the disease prior to June 1, 1948, were not made eligible for benefits. The new Act provides for the payment of $40 a month to a workman who is disabled as a result of contracting the disease prior to June 1, 1948, and who is consequently unable to continue his ordinary occupation, or to the widow of a workman who has died from silicosis contracted in the province before that date. Funds are to be provided from the consolidated revenue fund for payment of compensation and for the costs of administration by the Workmen's Compensation Board.

This measure follows the recommendation of a Commission headed by Judge W. F. Lane that was appointed to inquire into compensation or assistance for those who had contracted silicosis before it was compensable, and also into measures to control silicosis. After holding public hearings and receiving briefs, the Commission presented its report to the Provincial Secretary-Treasurer on October 4, 1954, recommending assistance in lieu of compensation. Since, in their opinion, assistance was a matter of grace rather than of right, they proposed $40 a month as an arbitrary figure which they considered fair and proper under the circumstances. They recommended that the costs be met out of general taxation, as in their judgment to add the necessary amount now to the assessment of the industries concerned would be crippling to them.

In connection with the other part of their inquiry, measures for the control of silicosis, they noted that steps had been taken by the industries concerned to find measures to control the contracting of silicosis by workmen and that the Workmen's Compensation Board has not been called upon to pay any claim for silicosis since it was declared an industrial disease. The Commission urged the management of those industries in which silicosis is a hazard to continue their efforts to remedy any condition within their plants which might tend to cause this disease, and recommended that a Division of Industrial Hygiene be set up within the New Brunswick Department of Health and Social Services so that those industries in which silicosis may be contracted can be inspected at least once a year.

Plumbers and the Plumbing Trade

Three enactments relate to plumbers and the plumbing trade in the province. The Plumbing Trade Act, which is to come into effect on proclamation, will authorize the Lieutenant-Governor in Council to make regulations governing the installation and repair of plumbing, sewerage and draining in respect to such matters as materials to be used and the manner in which the work is to be performed. When the regulations are issued they may be brought into effect in any area either by an order of the Lieutenant-Governor in Council declaring them to apply or by a municipal by-law bringing them into force in the municipality. Second, an amendment to the Trades Examination Act provides for the examining and certification of qualified plumbing tradesmen. Third, the Master Plumbers' Municipal Licensing Act empowers a municipality to set up its own examining board and to require special licences for plumbing work in the municipality.

Plumbing Trade Act

The main provision of the Plumbing Trade Act is the authorizing of regulations which will be, in effect, a plumbing code for the province. In any area where the regulations are brought into effect, no person may engage in the work of the plumbing trade unless he holds a certificate of qualification.

The Act provides also for a Technical Advisory Council of not more than seven members to advise on the plumbing trade and the regulations as required by the Minister of Municipal Affairs, who is responsible for the administration of the Act. The members of the council will not receive remuneration for their services, but their expenses in the work of the Council may be paid.

Authority is also given for the appointment of a chief plumbing inspector. In areas where the regulations are brought into effect by Order in Council, he will be responsible for their enforcement. Failure to comply with the Act and regulations will be an offence punishable by a fine of $50. Where they are brought into effect by a municipal plumbing by-law, it will be his duty to assist in the setting up and enforcement of the by-law.

The Act authorizes a municipality to pass a by-law declaring regulations made under the Act to be in effect within the municipality and providing for the appointment of a local plumbing inspector to enforce such by-laws. Municipalities are further authorized to require a municipal licence for the practising of the plumbing trade in the municipality. Such licences may be issued only to a person who holds a certificate as a journeyman plumber under the Trades Examination Act, a plumber's licence under the Health Act, or a certificate stating he is an apprentice in the plumbing trade serving under the immediate supervision of a qualified person.

The by-law may set a penalty of $50 for any person who does plumbing work not in conformity with the regulations or any person who practises the plumbing trade without a licence from the municipality. However, the Act provides that municipalities must grant licences to non-residents on the same terms as to residents in the municipality.

Trades Examination Act Amendment

An amendment to the Trades Examination Act, effective on receiving Royal Assent March 25, added plumbing and pipefitting to the trades to which the Act applies. The effect of this is to authorize the establishment of a provincial board of examiners for the plumbing trade empowered to issue a certificate of qualification as a journeyman plumber to any qualified candidate who has passed the examination prescribed by the board. The Act previously applied to the electrical trade, and to electric and gas welding.

A further amendment has to do with municipalities which have their own licensing by-law for trademen. Any municipality which requires tradesmen to be licensed must grant the licence without examination to any person who is already holder of a tradesmen's certificate of qualification under this Act and who pays the same licence fee as other tradesmen resident in the municipality.

Master Plumbers' Municipal Licensing Act

The Master Plumbers' Municipal Licensing Act provides that a municipality may set up a board of examiners for the purpose of determining the grade and qualification of those wishing to practise the plumbing trade.

The Act defines a qualified plumber, master plumber and apprentice. A "qualified plumber" is a person who holds a certificate of qualification as a journeyman plumber under the Trades Examination Act or a plumber's licence issued under the authority of the Health Act. A "master plumber" is a qualified plumber who is skilled in the planning, superintending and installation of plumbing, and is familiar with the laws, rules and regulations governing the same, and who, by himself, or by employing qualified plumbers or apprentices, performs plumbing work. An "apprentice" is a person serving an apprenticeship in the work of the plumbing trade under the direct and immediate supervision of a qualified plumber.

The Act specifically empowers a municipality to make by-laws governing the licensing of persons who engage in plumbing work within its area and prohibiting persons to practise plumbing without a licence. It may appoint a board of examiners to examine, grade and qualify persons wishing to engage in plumbing in that area. Further, it may empower the board to issue, refuse or cancel the licence to any person so engaged. Fees may be charged for both the examination and the licence. A fine of $50 may be imposed on any person violating any of the above provisions.

However, if a qualified plumber pays the specified municipal licence fee and applies for a master plumbers' certificate within one year of the by-law's coming into force, he must be granted such a licence, without being examined and qualified by the board of examiners. Special licences must be issued without examination to persons licensed as master plumbers in other municipalities.

The municipality is specifically denied the power to exempt any work or operation from the definition of plumbing work. Further, no municipal by-law under the Act may become effective until it receives the approval of the Minister of Municipal Affairs, who may refuse such approval if he considers the by-law to be contrary to good health and sanitation practices or to restrict unduly the right of a master plumber to engage in his trade within a municipality.

Labour Relations

An amendment to the Labour Relations Act authorizes the Executive Committee of the Labour Relations Board (composed of the Chairman and Secretary) to carry out inquiries for the purpose of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent. The inquiries may include examining of records, holding of hearings or the taking of votes. The effect of the amendment is to permit the Executive Committee to carry out inquiries on behalf of the Board.

Mining

An amendment to the Mining Act repealed a provision which required five per cent of the men employed underground in a mine to be holders of First Aid Certificates from the St. John Ambulance Corps.

Disabled Persons

The Disabled Persons Allowances Act, which received assent March 25, authorizes the Minister of Health and Social Services to make an agreement with the federal Minister of National Health and Welfare to provide a general scheme of allowances for disabled persons in the province.

Labour Legislation in Saskatchewan, 1955

Increased benefits in death cases provided in revision of Workmen's Compensation Act. Amendment to Wages Recovery Act permits Department of Labour inspectors to collect unpaid wages on behalf of employees

The Saskatchewan Legislature was in session from February 10 until March 30. The main labour enactment was a revision and consolidation of the Workmen's Compensation Act in which some benefits were increased.

Amendments to the Minimum Wage Act and the Annual Holidays Act were passed to protect employees who are entitled to notice of dismissal or lay-off.

The Trade Union Act was amended to permit the Labour Relations Board to fix a common date for the expiry of all collective agreements between a trade union and an employer where several establishments are involved.

Inspectors of the Department of Labour were authorized by an amendment to the Wages Recovery Act to collect unpaid wages on behalf of employees where there is agreement as to the amount due.

Workmen's Compensation

Accident Fund Act

Substantially higher benefits to the widow and orphan children of a deceased workman were provided for in the revision of the Workmen's Compensation (Accident Fund) Act. The maximum amount of annual earnings that may be reckoned in computing compensation remains at $4,000, and the rate on which disability benefits are based at 75 per cent.

The new statute replaces the original collective liability Act passed in 1929 and amended 17 times since that date. The revision follows hearings held last year by a committee appointed to review the operation of the Act and to recommend amendments. The Saskatchewan Act is, by the terms of the legislation, reviewed at least every four years by a committee equally representative of employers and employees and including at least one representative of the Workmen's Compensation Board. In addition to the changes indicated below sections of the Act were rearranged for greater clarity.

The monthly allowance for a widow or invalid widower was raised from $60 to $75, and the allowance for an orphan child to age 16 (18, if attending school) was increased from $30 to $35 a month. In only two other provinces, Ontario and British Columbia, is a $75 monthly allowance payable to a widow, and the orphans' allowance is equalled only in Ontario.

All increases in benefits under the Act were to go into effect on July 1 and to apply to all compensation payments after that date regardless of the date of the accident.

Normally, benefits to a widow and children are to be reduced if they exceed the workman's average monthly earnings. However, the Act fixes minimum payments for the protection of families that would apply where there is more than one child and where the workman's earnings were low. In line with the increases in benefits to a widow and orphan children these minima were increased from $60 to $75 for the widow, from $85 to $100 for a widow and one child; from $100 to $115 for a widow and two children. There is now also provision for $10 a month payable for each additional child, even if the benefits exceed the workman's earnings.

In 1953 the Act was amended to provide an allowance of up to $100 for transportation of the body from place of death to place of burial when the death of the workman occurred away from his usual place of residence. The limitation of $100 was removed this year and the Board may now, in its discretion, pay the total transportation cost.

A new provision in the Saskatchewan Act states that if a workman is found dead at his place of employment, his death will be presumed to have occurred as a result of an accident arising out of his employment unless the evidence is sufficient to rebut the presumption. This provision is the same as in the Alberta Act. A similar provision in the Newfoundland and Nova Scotia Acts applies only to a workman found dead in the underground workings of a mine (in Nova Scotia, of a coal mine).

The minimum benefits payable to injured workmen who are totally disabled were also raised. In permanent total disability cases the increase was from $20 to $25 a week; in temporary total disability cases from $15 to $25 a week or average earnings if they are less than that amount.

The cost of medical aid, including medical, surgical, nursing and hospital

services as well as the provision and repair of crutches, artificial limbs and other apparatus, is borne by the Accident Fund. By a further amendment medical aid will now also include the expenses of transportation and sustenance furnished by the Board to the injured workman. Formerly the cost of such transportation and sustenance had to be met by the employer.

The provisions respecting the medical examination of an injured workman were revised to give the Board more authority. Previously a workman if required by his employer had to submit to a second medical examination by a physician chosen and paid by the employer. The Board could then require the workman to submit to an examination by a medical referee chosen by the Board. Under the new legislation the Board may, where it deems necessary, require a workman who claims compensation under the Act to submit himself for examination by a medical referee.

Another amendment clarifies the section which permits the Board to penalize an employer who has not taken adequate precautions for the protection of his workmen by imposing a higher assessment rate on him than is imposed on the industry as a whole. As re-worded, the section, now much like the corresponding sections of the Alberta and Ontario Acts, gives the Board greater discretion by stating that it may add to the amount of an assessment such a percentage as the Board deems just when it determines that "sufficient precautions have not been taken for the prevention of accidents to workmen in the employment of an employer or the working conditions are not safe for workmen". Formerly, the Board was authorized to impose a higher assessment rate on an industry "where a greater number of accidents has happened in any industry than, in the opinion of the Board, ought to have happened if proper precautions had been taken ... or where in the opinion of the Board the ways, works machinery or appliances in any industry are defective, inadequate or insufficient". The provision authorizing the Board to exclude such an industry from the class in which it was included for assessment purposes and to make the employer individually liable to pay compensation was repealed.

A new section gives additional authority for the inspection of establishments by an authorized representative of the Board for the purposes of the administration of the Act. The Inspector has the right at all reasonable hours to enter and inspect the establishment of any employer. A fine of up to $500 is provided for on summary conviction of a person who hinders an inspector or refuses to permit an inspection.

The Bill as introduced would have added to the schedule of industrial diseases "pulmonary and respiratory irritation from exposure to vapours, mists or dusts" in any process. This provision was dropped at the committee stage.

Individual Liability Statute

The Workmen's Compensation Act, the individual liability statute, which now applies only to railway employees included in the Order of Railway Telegraphers, provides that an action for compensation taken under the Act must be begun within one year of the occurrence of the accident causing the injury, or in the case of death, within one year from the time of death. The former limitaton in either case was six months.

Minimum Wages and Holidays with Pay

The Minimum Wage Act and the Annual Holidays Act were both amended, effective from May 1, to give further protection to employees who are dismissed or laid off.

Under the Minimum Wage Act a week's notice must be given to an employee who is about to be discharged or laid off. The amendment guarantees to such an employee the sum earned by him during that week or a week's normal wages exclusive of overtime, whichever amount is the greater. If the employer fails to give the required notice he must pay to the employee a sum equivalent to a week's regular pay.

An amendment also provides that an employer may not evade the provisions of the regulations under the Act respecting payment for a week in which a public holiday occurs nor the provisions of the Hours of Work Act which fix maximum daily and weekly hours after which overtime must be paid by altering the regular working hours of employees or laying them off temporarily prior to the actual discharge. If an employer is convicted of violating this section he may be ordered to pay, in addition to the fine imposed, the difference between the sum actually paid to the employee and the sum to which he was entitled.

The Annual Holidays Act, which requires an employee to be granted two weeks' vacation with pay after a year of employment, was amended to ensure that an employee does not have to take part of his annual vacation during the period in which he is entitled to continue in employment after notice of termination of employment has been given. If the employer or employee gives notice of termination of

employment, the employer must not require the employee to take his vacation during the period of his notice. Further, the payment for the vacation does not constitute payment for any part of the period during which notice of termination of employment is in effect.

The Act was also amended to provide that where an employer has not permitted an employee to take his annual holiday he is required to pay him the amount due to him as holiday pay not later than 10 months less 14 days from the date on which he becomes entitled to the holiday.

Industrial Relations

The Trade Union Act was amended to provide that when a trade union, by its locals or councils, is a party to two or more collective agreements with the same employer in two or more establishments and the agreements expire on different dates, the Labour Relations Board on application of the trade union or the employer, may fix a date to be the expiry date of all the agreements. The amendment would have effect in circumstances such as those in the *Macdonalds Consolidated case* (L.G., Jan., p. 80).

The section which is designed to ensure continuity of collective agreements when an employer disposes of his business was reworded and is now more like the corresponding sections of the Alberta and British Columbia Acts. The section provides that where a business is transferred the person acquiring the business is bound by all orders of the Board and all proceedings taken by the Board before the acquisition, and the new employer becomes a party to any collective agreement then in force.

Recovery of Unpaid Wages

The Wages Recovery Act enables an employee to recover unpaid wages from his employer by making a complaint before a justice of the peace or a police magistrate. An amendment this year provides that unpaid wages may also be collected from the employer by a Department of Labour inspector.

The new provision states that if an authorized representative of the Minister of Labour finds that an employer has failed to pay an employee the wages due to him he may determine the amount owing to the employee. If the amount is agreed to in writing by the employer and employee, the employer is required to pay it to the Deputy Minister of Labour within two days and the Deputy Minister is to pay it to the employee immediately. If the employer pays the required amount to the Deputy Minister the employee is not entitled to lay an information in respect of the wages covered by the payment.

The Deputy Minister is required to keep a record of all such money paid to him by employers and paid by him to the employees. Where the Deputy Minister is unable to pay the employee any money he receives from an employer because the whereabouts of the employee are unknown, the money is to be paid into the consolidated revenue fund if the employee fails to claim it within two years after it is received by the Deputy Minister.

Hours of Work

The Hours of Work Act was amended to continue until April 1, 1956, the stipulation against a reduction in wages where weekly hours are reduced to conform with the provision in the Act for a 44-hour work week. The Act requires employers to pay an overtime rate of time and one-half for any time worked beyond this weekly limit.

Electrical Inspection and Licensing

An amendment to the Electrical Inspection and Licensing Act replaces the section setting out requirements for a journeyman's licence with a provision stating simply that a person applying to the department for a journeyman's licence "shall satisfy the chief inspector that he is qualified to perform the work of a journeyman". Requirements as to experience and training were specifically set out in the replaced section (L.G., 1952, p. 935).

Certain requirements of the Act, which formerly were applicable only in Regina and Saskatoon, may now apply in any city which the chief inspector designates as a city in which a full-time inspector is employed.

Social Legislation

The Old Age Assistance Act, the Blind Persons' Allowances Act, the Disabled Persons Allowances Act and the Social Aid Act were all amended to give to the Director of Public Assistance in the Department of Social Welfare and Rehabilitation the powers formerly vested in the Social Welfare Board.

Recent Regulations, Federal and Provincial

Newfoundland issues first minimum wage order for women, revises men's. B.C. sets higher minimum hourly rate in logging, sawmill industries Manitoba issues annual fair wage schedule for construction industry

In Newfoundland a general minimum wage order for women, the first applicable to women in that province, established a minimum rate of 35 cents an hour. At the same time the general order for men was revised, making the overtime rate payable after eight hours in a day.

A new minimum wage order for the logging and sawmill industries in British Columbia replaced three earlier orders and established a higher minimum hourly rate. An hours of work regulation for the logging industry permits the 44-hour week to be averaged over a two-week period.

In Manitoba, the 1955-56 fair wage schedule for the construction industry was issued, establishing minimum wage rates and maximum hours for the various trades until April 30, 1956.

New regulations of the Saskatchewan Highway Traffic Board limit the hours a motor transport operator may be on duty to 60 hours in a week, and provide that a driver may not be on duty for more than ten hours in 24 unless he has eight consecutive hours of rest. These limits are the same as those established for transport drivers in the United States by regulations of the Interstate Commerce Commission.

A new order under the Hours of Work Act in Saskatchewan permits transmission pipe-line workers to work up to 48 hours a week before overtime rates must be paid.

Revised regulations governing the examination and certification of pressure welders were issued in Alberta.

Regulations under the Canada Shipping Act providing for the medical examination of seamen, implementing an ILO Convention which will come into force in August, have now been gazetted.

FEDERAL

Canada Shipping Act

The Medical Examination of Seafarers Regulations, implementing International Labour Convention No. 73, were approved by P.C. 1955-667 on May 5 and gazetted May 25.

These regulations under the Canada Shipping Act were first issued in 1950 under P.C. 1480 (L.G., 1951, p. 1000) but were not brought into effect pending ratification of the Convention by a sufficient number of other maritime nations. The Convention, which was ratified by Canada in 1951 (L.G., 1951, p. 496), provides that ratifying countries will arrange for the medical examination of seamen and for the issuing of certificates attesting to each seaman's fitness of sight and hearing and declaring that he is not suffering from any disease which would make him unsuitable for work at sea or a danger to the health of others on board. It has now been ratified by Argentina, Belgium, Bulgaria, Canada, France, Italy, Norway, Poland, Portugal and Uruguay, and will go into effect in August, 1955.

PROVINCIAL

Alberta Boilers Act

Regulations as to the standards of qualification and examination of pressure welders, approved by O.C. 449-55 and effective April 1, were gazetted April 30. They rescind regulations governing pressure welders approved by O.C. 1615-40 (L.G., 1941, p. 30).

Only a person holding a certificate under the Boilers Act may weld a pressure vessel or pressure piping, with the exception that an authorized inspector may permit welding to be done under his supervision under certain circumstances by a person who does not hold a certificate. In a remote area where a qualified person is not available, an inspector may permit repairs to be made by a welder whom he he has found by testing to be competent to do the required work. The vessel so repaired must be hydrostatically tested before it is placed in use and the inspector must submit a complete report of the entire operation, including the practical test he gave the welder.

Certificates are, as before, classed as Grade A, Grade B and provisional. All three certificates permit the holder to engage in all welding under the Boilers Act providing material groupings and performance requalifications, as outlined in paragraph Q-25, Section IX, Welding Qualifications, A.S.M.E. Boiler and Pressure Vessel Code, are complied with.* The holder of a

*Q-25 states: "Requalification of a Performance Specification shall be made (1) when a welder has not welded under it for a period of three months or more, or (2) when there is a specific reason to question his ability to make welds that meet the Specification. Requalification under (1) need be made in only a single test-plate thickness."

Grade A certificate may also engage in Fusion Welded Boiler repairs as outlined in the National Board Inspection Code. In the case of Grade B certificates, P. & F. No. material and electrode groupings will be noted on certificate and registration card. Provisional certificates, which may be issued at the discretion of the Chief Inspector of Boilers when qualified welders are not available, are valid only for 12 months or any shorter specified period.

The examination for a Grade A certificate may only be taken by a candidate who has held a Grade B certificate under the Boilers Act or a Journeyman Certificate under the Welding Act for at least a year. To be eligible to take the Grade B examination a candidate must be qualified as a journeyman electric welder under the Welding Act.

The regulations set out the subjects which the written examinations will cover, and specify that the practical tests shall be according to Section IX, Welding Qualifications, A.S.M.E. Boiler and Pressure Vessel Code.

Certificates must be renewed annually. When a certificate becomes void because of non-registration, it may be reinstated upon application to the chief inspector, but if it has not been registered for more than a year and a half, he may require further tests.

Alberta Workmen's Compensation Act

Drainage districts were excluded from the operation of the Alberta Workmen's Compensation Act by an amendment to the regulations gazetted March 31. A second amendment issued at the same time excluded consulting engineers and consulting geologists from the operation of the Act, effective January 1, 1955.

The exclusions do not apply where the work is carried on in and as part of an industry otherwise within the scope of the Act or where an application to come within the scope of the Act has been received and approved by the Workmen's Compensation Board.

British Columbia Hours of Work Act

Employees in the logging industry in British Columbia are now permitted to work in excess of the 44-hour weekly limit set by the Hours of Work Act, provided that the daily hours do not exceed eight in a day and that during a period of two consecutive weeks the average weekly hours of work do not exceed 44.

The exemption was made by Regulation 41, issued by the Board of Industrial Relations on May 9 and gazetted May 12. The Board also revised the minimum wage order setting out minimum and overtime rates for the logging industry (see below).

British Columbia Male and Female Minimum Wage Acts

A new minimum wage order in British Columbia for the logging and sawmill industries, Male and Female Order 1, establishes a minimum hourly rate of $1.

The order, issued by the Board of Industrial Relations on May 9, gazetted May 19 and effective June 16, revokes and replaces Male and Female Orders 1 (1947) and 62 (1947) and Male Order 50 (1947) covering the logging, shingle and sawmill industries, respectively (L.G., 1947, p. 198 and 1948, p. 1009). These orders set minimum hourly rates of 50 cents an hour in the logging and shingle industries and 60 cents in the sawmill industry but also made provision for minimum piece work rates for certain types of work.

The logging industry is now defined as all operations in or incidental to the carrying-on of logging; cordwood; fence-post, mining-prop, pile, pole, pulpwood, shingle-bolt, and tie cutting; and all operations in or incidental to hauling, driving, fluming, rafting, and booming of logs, mining-props, piles, poles, pulpwood, shingle-bolts and ties.

"Sawmill industry" means all operations in or incidental to the carrying-on of sawmills, shingle-mills, plywood-mills, veneer-mills, lath-mills and planing-mills.

The order applies to all employees in the industries except those covered by another order or exempted specifically by the Board, employees who in the opinion of the Board are employed in a managerial or supervisory capacity, and caretakers employed in the logging and sawmill industries in which operations are suspended. The minimum rate does not affect handicapped employees, apprentices and part-time workers whose wage rates are set in employment permits issued by the Board.

The overtime rate to be paid for work permitted in special circumstances by the Board in excess of the eight-hour day and 44-hour week limits set by the Hours of Work Act is time and one-half the employee's regular rate of pay for all hours worked in excess of eight in a day or in excess of 44 in a week where the hours worked do not exceed eight in a day. Where a special order has been issued with respect to hours of work in any part of the industry, the overtime rates do not apply until the employee has completed the hours so established. In the logging

industry, Regulation 41 reported above permits 88 hours to be worked in a two-week period but does not change the daily limit of eight hours. The overtime rates do not apply to emergency fire-fighters and fire wardens; employees engaged exclusively in the transportation of men and supplies or in operating light plants in logging camps; or employees employed on tugboats. "Tugboat" is defined as "a vessel propelled by steam, combustive, electrical or similar motive power, used for the transporting of logs or timber products from one place to another within the province by towing the same through the water, whether towed in booms, rafts, or cribs or on board scows, barges, or vessels, and whether so used exclusively or not, but does not include a boom-boat, camp tender, or other vessel owned by the person who logged the timber and used in or about the logging or booming grounds."

The order contains the usual provisions wth respect to the semi-monthly payment of wages, the keeping of records, the posting of the order and of shift schedules, and the daily guarantee of wages. An employee reporting for work on the call of an employer is entitled to his regular rate of pay for the entire period he spends at the place of work on call. If he does not actually commence work, he must receive at least two hours' pay unless he is not competent to perform his duties or he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. If he commences work, he is guaranteed four hours' pay, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school days on the call of an employer are also entitled to the regular rate for the period spent at the work place, with a minimum of two hours' pay.

Manitoba Fair Wage Act

Fair Wage Schedule for 1955-56

The fair wage schedule for the construction industry in Manitoba, which sets minimum rates of wages and maximum hours of work for certain public and private construction in the province, was gazetted April 30 as Man. Reg. 27/55 and will be in effect from May 1, 1955, to April 30, 1956. Zone "A" rates apply to public and private work in Winnipeg and a 30-mile radius (excluding the town of Selkirk, which is now in Zone "B"); Zone "B" rates apply to public work elsewhere in the province and to private work in cities and towns with a population of more than 2,000. These include Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas.

"Public work" includes any public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work" means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000 or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds $100.

A maximum 48-hour week rather than a 44-hour week as before has been set for several categories of workmen in Zone "B": bricklayers, bridge and structural steel and iron workers, marble setters, plasterers, plumbers and pipefitters and their helpers, stonemasons, and tile setters (plastic, metal, asphalt, rubber and lino-tile). The maximum hours for elevator constructors (passenger and freight) and their helpers are now 48 rather than 40 hours. No wage rates in Zone "B" were changed.

Hours in Zone "A" remain as before, but higher wage rates were established in several cases. An increase of five cents an hour was made in the minimum rates for cement finishers and oxychloride workers on floors without a polished terrazzo finish (in warehouses or large floor area jobs); building labourers; sewer and underground construction workers (caisson workers, labourers, pipe layers and tunnellers); stonecutters; and terrazzo and oxychloride workers. Building labourers are divided into two groups: general building labourers and those assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar. Labourers assisting sheet metal journeymen have now been placed with the latter group.

A 15-cent increase was made in the minimum hourly rates for the following workers in Zone "A": bricklayers, bridge and structural steel and iron workers, plasterers, plumbers and pipefitters, and stonemasons.

The minimum rate for lathers working on wood, wire and metal in Zone "A" was increased by 10 cents; for tile-setters (plastic, metal, asphalt, rubber and lino-tile), by 20 cents; for elevator constructors, by nine cents (helpers, six cents);

for electrical workers (inside wiremen, licensed journeymen), by 15 cents with an additional five cents after September 1.

The maximum hours in Part II of the schedule, which applies to public road and bridge works, are unchanged, but five-cent increases were made in the minimum hourly wage rates for labourers, teamsters, and tractor operators, under 50 h.p. drawbar. Separate rates are no longer set for teamsters and two-horse or four-horse teams.

Time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

The schedule also notes that employers in construction work in Greater Winnipeg must affix vacation-with-pay stamps in a worker's stamp-book to the extent of two per cent of the total wages earned in each pay-period.

The schedule follows:—

SCHEDULE "A"—PART I

Zone "A" Rates Apply:

To both "public work" and "private work" as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway Avenue (excepting the Town of Selkirk).

Zone "B" Rates Apply:

(1) To "public work", as above defined, in all other parts of the Province except where Zone "A" rates apply.

(2) To "private work" as above defined, in cities and towns which have a population exceeding 2,000 except where Zone "A" rates apply.*

*(By virtue of the 1951 census, this definition includes Brandon, Dauphin, Flin Flon (see B below), Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River, The Pas).

The following schedule shall apply from and after May 1st, A.D. 1955, on "Private Work" and on "Public Works", as described above:

Occupation	Zone "A"		Zone "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	$		$	
1. Asbestos Workers—				
(a) Journeymen	1.80	40	1.70	48
(b) 1st Class Improvers	1.50	40	1.45	48
(c) 2nd Class Improvers	1.35	40	1.30	48
2. Bricklayers	2.25	40	1.95	48
3. Bridge and Structural Steel and Iron Workers	2.10	40	1.95	48
4. Carpenters and Millwrights—				
Carpenters	2.05	40	1.75	48
Carpenter-Millwrights	2.25	40	1.75	48
Carpenters	City of Brandon		1.80	48
5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouse or large floor area jobs)	1.40	48	1.20	48
6. Electrical Workers (inside wiremen, licensed journeymen).				
(May 1, 1955, to August 31, 1955)	2.05	40	1.75	48
(September 1, 1955 to April 30, 1956)	2.10	40	1.75	48
Helpers with two (2) years or more experience assisting journeymen	1.40	40		
Licensed journeymen	Town of Flin Flon		1.75	48
7. Elevator Constructors (passenger and freight)	2.09	40	2.00	48
Helpers	1.46	40	1.40	48
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar, and assisting sheet metal journeymen	1.30	48	1.20	48
(b) General Building Labourers	1.10	48	1.00	48
9. (a) Lathers, Wood, Wire and Metal	2.00	40		
(b) Lathers			1.35	48
10. Linoleum Floor Layers	1.25	48	1.20	48
11. Marble Setters	1.90	40	1.75	48
12. Mastic Floor Spreaders and Layers	1.25	48	1.20	48
13. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over or operating drop hammer pile drivers; in all cases irrespective of motive power	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and draglines not specified in "A" hereof; irrespective of motive power	1.65	48	1.45	48

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SCHEDULE "A" —PART I—Concluded

Occupation	Zone "A"		Zone "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	$		$	
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ¾ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power	1.25	48	1.15	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers	1.25	48	1.15	48
14. Painters, Decorators, Paperhangers and Glaziers	1.65	40	1.60	48
Swing Stage and Spray Painters	1.75	40	1.70	48
15. Plasterers	2.25	40	1.95	48
16. Journeymen of the Plumbing and Pipefitting Industry	2.15	40	1.60	48
Helpers	1.25	40	1.15	48
17. Roofers—Mop Handlers	1.25	48	1.20	48
18. Sewer and Underground Construction Work—				
(a) Caisson Workers	1.30	48	1.20	48
(b) Labourers	1.10	48	1.00	48
(c) Pipe Layers	1.15	48	1.05	48
(d) Tunnellers	1.15	48	1.05	48
19. Sheet Metal Workers	1.75	42½	1.45	48
20. Shinglers	1.50	40	1.40	48
21. Stonecutters	1.80	44	1.60	48
22. Stonemasons	2.25	40	1.95	48
23. Terrazzo and Oxychloride Workers—				
(a) Layers	1.80	40	1.75	48
(b) Machine Rubbers (dry)	1.30	48	1.20	48
(c) Machine Rubbers (wet)	1.10	48	1.05	48
24. Tile Setters (including all clay-product tile and Vitrolite Glass)	1.90	40	1.75	48
25. Tile Setters (plastic, metal, asphalt, rubber and lino-tile)	1.60	40	1.25	48
26. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators; or rough timber work on bridges	1.35	48	1.35	48
27. Truck Drivers (while in charge of truck on construction work only)	1.25	48	1.20	48
28. Watchmen	.80			

Newfoundland Boiler and Pressure Vessel Act

Several changes in the scope of work and duties which may be performed by operating engineers and firemen were effected by amendments to the Newfoundland Boiler and Pressure Vessel Regulations (L.G., 1951, pp. 76 and 1391; 1953, p. 1347; April 1954, p. 564). Changes were also made in the schedule of fees. The amendments were gazetted April 26.

A First Class operating engineer may take charge of and operate any plant of unlimited horsepower as chief engineer.

Under the earlier regulations a Second Class operating engineer could operate as chief engineer any high pressure steam plant, refrigeration plant or combination of such not exceeding 750 horsepower. Now he may take charge of a high pressure plant not exceeding 800 h.p. or a refrigeration plant of unlimited horsepower. The other duties are unchanged: he may take charge of a low pressure plant or a compressor plant of unlimited horsepower or he may operate as shift engineer any high pressure plant of unlimited horsepower.

A Third Class operating engineer may now operate as chief engineer a high pressure plant not exceeding 400 h.p. or a refrigeration plant not exceeding 800 h.p. Previously, he could be in charge of any high pressure steam plant, refrigeration plant or combination of these not exceeding 350 h.p. He may operate as chief engineer a compressor plant not exceeding 800 h.p. (previously 350 h.p.) or a low pressure plant not exceeding 800 h.p. (previously 600 h.p.).

A Third Class operating engineer could previously act as shift engineer in any plant the horsepower of which did not exceed 750. Now he may do so in any high pressure plant not exceeding 800 h.p. and in refrigeration and compressor plants

SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

29. The following schedule shal lapply from and after May 1st, 1955, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Minimum Basic Wage Rate Per Hour	Maximum hours of straight time rates over each two-week period
	$	
30. Aggregate Batch Man	1.00	108
31. Asphaltic Oil Distributor Driver	1.00	108
32. Blade Grader (12 H.P. and over) Operator	1.00	108
33. Concrete Finisher	1.00	108
*34. Concrete Paver Operator	1.25	108
*35. Dragline, Shovel and Crane Operator	1.30	108
36. Elevator Grader Operator	1.00	108
37. Engineer, Stationary Boiler	1.15	108
38. Labourers	1.00	108
39. Motor Patrol Operator	1.00	108
40. Roller Operator, 6-ton and over, steel wheels	1.05	108
*41. Scraper and Bull Dozer Operator	1.15	108
42. Spreader and Finishing Machine Operator	1.00	108
43. Teamsters	.95	108
44. Timber Men (timber work where use of hammers, saws, axes and augers only are required)	1.10	108
45. Tractor Operator, 50 H.P. drawbar or over	1.00	108
46. Tractor Operator, under 50 H.P. drawbar	1.00	108
47. Truck Drivers	1.00	108
48. Watchman and Flagman	.75	

49. Where due to emergency or inclement weather, less than 108 hours are worked in any two week period an employer may, during the next two week period employ his employees at straight time rate for as many hours additional to the regular 108 hours as have been lost during the preceding two week period.

* Probationary Rates.

50. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.

(2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

of unlimited horsepower. As before, he may act as shift engineer in a low pressure plant of any capacity.

A Fourth Class operating engineer may now operate as chief engineer any high pressure plant not exceeding 200 h.p. or any refrigeration plant not over 400 h.p. (previously any stationary high pressure plant, refrigeration plant or combination of them not over 200). He may take charge of any low pressure plant of up to 400 h.p. (previously 350) or compressor plant not exceeding 400 h.p. (previously 200). As before, he may take charge of hoisting plants, traction plants, portable plants and portable air compressor plants of any capacity.

A Fourth Class operating engineer could formerly act as shift engineer in any plant the horsepower of which does not exceed 350 h.p. or in any low pressure plant not exceeding 600 h.p. Now he may as shift engineer operate any high pressure plant not exceeding 400 h.p., a refrigeration plant or compressor of any capacity or a low pressure boiler not exceeding 800 h.p.

A person within the classification of fireman may be chief fireman of any low pressure plant not exceeding 100 h.p. or shift fireman of any high pressure plant not exceeding 200 h.p. or of any low pressure plant not exceeding 400 h.p. (formerly 350). The regulations no longer contain the provision permitting a fireman to tend boilers, engines or refrigerating machinery in a high pressure plant not exceeding 200 h.p. during the brief absence of the engineer in charge from the boiler or engine room but not the plant.

The regulations continue to provide for the granting of certificates of equivalent grade to persons holding marine steam certificates issued under the Canada Shipping Act, British Board of Trade or under the provisions of the Act "Of the Qualifications of Engineers" which has been repealed (Chapter 217 of the Consolidated Statutes of Newfoundland 1916) but a further

requirement of at least 12 months' watchkeeping experience on a steamship has now been added.

As previously, certificates for other than steam plants (internal combustion or electric) may be granted at the discretion of the Chief Inspector to persons who are unable to comply with the requirements of entrance to any examination for an operating engineer's certificate but who are trained in the operation of particular plants (refrigeration plants, compressor plants, portable air compressor plants, hoisting plants and now portable plants and traction plants as well). The required length of experience has been shortened from 18 months to 12 months, and the minimum age of 20 years has been lowered to 18 years.

The holder of a refrigeration certificate could previously take charge of a refrigeration plant of not more than 400 h.p. Now he may take charge of one of not more than 100 h.p. or act as shift operator of a refrigeration plant of any capacity.

A person holding a compressor plant certificate may take charge of a compressor plant not exceeding 300 h.p. or may act as shift operator of a compressor plant of any capacity.

A certificate issued for a hoisting plant, traction plant, portable plant or portable air compressor plant enables the holder to take charge of a so-designated plant of unlimited horsepower.

The amendments to the regulations include a revised schedule of the fees payable for each boiler, pressure vessel and plant inspected during construction or extensive repairs, for second-hand boilers and pressure vessels when sold or exchanged, for annual inspections, for surveying designs, for registration of welding procedures and qualification tests of welders and for operating engineers' and firemen's examinations and certificates.

Newfoundland Minimum Wage Act

A minimum wage rate of 35 cents an hour has been set for women employees in Newfoundland. The new order, Minimum Wage Order No. 3 (Female), 1955, was issued on May 23 at the same time as a revised order for men, Minimum Wage Order No. 2 (Male), 1955, both gazetted May 25 and effective June 15. The minimum rate for men remains 50 cents an hour but the rate is now applicable to employees paid on a weekly or monthly wage as well as to those paid on an hourly basis, and overtime on a daily basis is now payable after eight rather than ten hours.

The order for women applies to employees in any business or occupation other than domestic service in a private home, defined as "a residence other than a place where board or lodging is provided for more than two persons for remuneration and as a business". The order for men continues to exempt men employed in farming or market gardening but no longer exempts apprentices.

Both orders apply to employees over the age of 17 years who are paid on the basis of an hourly rate or on the basis of a fixed wage for a week or a month or any part of a month. The earlier order for men (L.G., 1953, p. 738) applied only to employees over 18 years of age who were remunerated at an hourly rate.

The two orders require overtime to be paid for at a rate of not less than one and a half times the minimum rate. Where the employee is paid on an hourly basis, overtime is defined as any hour or part of an hour in excess of eight hours per week day and all time on Sundays during which he or she is required to work or be at the disposal of the employer. Where wages are on a weekly or monthly basis, overtime means any hour or part of an hour in excess of 48 hours per week.

Saskatchewan Hours of Work Act

Two Orders in Council issued under the Saskatchewan Hours of Work Act on April 26 and gazetted May 6 authorized a longer work week at regular wages for certain employees.

Transmission pipe-line workers are now permitted to work up to 48 hours a week after which overtime at the rate of time and one-half must be paid. Previously they were subject to the eight-hour day and 44-hour work week set by the Act, after which overtime rates were payable.

The new regulations, approved by O.C. 917/55, declared that the hours provisions of the Act would not apply for any period of time or season of the year to "any employee engaged in the occupation of constructing or assisting in the construction of a transmission pipe-line where such a transmission pipe-line is being constructed from a point or points outside any city, town or village, into or through any city, town or village, except any employee engaged in any occupation in connection with the construction of a distribution pipe-line or in connection with the construction of a service pipe-line."

The overtime rate must be paid for any hour or part of an hour in excess of 48 hours a week, during which he is required to or permitted to work or to be at the

disposal of the employer. When a public holiday as defined in the Minimum Wage Act occurs during the work week, the 48 hours is to be reduced by eight hours. In calculating the hours worked in that week, any time during which the employee is required to work or to be on call on the public holiday cannot be included in calculating the hours worked during that week.

Public holidays in Saskatchewan are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and Remembrance Day.

The second order, O.C. 916/55, renews until June 30, 1955, three hours of work orders which would have expired on April 30 (L.G., April, p. 453).

The three orders (L.G., 1953, p. 1192) permitted a 48-hour work week without payment of overtime for shop and office employees in 83 listed towns and villages with a population of between 300 and 500 and for employees in establishments *other than* shops, offices and factories, in 140 listed places with more than 300 inhabitants (excluding cities).

Saskatchewan Vehicles Act

Effective May 1, revised rules of the Saskatchewan Highway Traffic Board place a limitation on the hours a driver may operate a commercial vehicle engaged in intraprovincial or extraprovincial transport of goods, and require each driver to keep a log of his hours on duty. The new rules were approved by a minute of the Highway Traffic Board dated April 1 and gazetted April 7. They repeal a regulation of December 3, 1951, which required drivers to keep logs of hours on duty but which did not place any limit on the period of duty.

The new regulation applies to every holder of a certificate of registration for a public service freight vehicle, to holders of Class "R" certificates (the certificate issued in respect of a vehicle owned by a person outside the province for a vehicle which is to be operated "with closed doors" through the province), and to every holder of a "Federal carrier" licence for interprovincial or international transport.

The holder of the certificate is required to see that every driver in his employ keeps a driver's log. If he is himself the driver, he is required to keep a log. The driver must enter the place of origin and destination of each trip, the dates and times of reporting for duty and of going off duty, the periods of driving or operating and other work. The log is to be in the possession of the individual driver during his entire period on duty. "Drive or operate" includes all time spent on a moving vehicle and any interval not in excess of ten minutes in which a driver is on duty but not on a moving vehicle. A driver is "on duty" from the time he begins work or is required to be in readiness to work until the time he is relieved from work and all responsibility for performing work.

Any certificate holder to whom the regulations apply is forbidden to permit or require a driver in his employ to remain on duty for a total of more than 60 hours in any one week (defined as the period of 168 consecutive hours beginning at the time the driver reports for duty). The certificate holder himself, if he drives the vehicle, is subject to the same restriction.

Further, a driver may not drive or operate a vehicle for more than ten hours in the aggregate in any period of 24 consecutive hours unless he has had eight consecutive hours off duty.

If a motor vehicle contains a berth properly equipped for sleeping, with spring and a mattress or an innerspring mattress, pillow, adequate bed clothing and ventilation, and a ready means of entering and leaving the berth, two periods of resting or sleeping in the berth may be added to give the total of eight hours off duty.

In case of adverse weather conditions a driver may drive or operate the vehicle for an aggregate of 12 hours in 24 without having eight hours off duty to complete his run.

The regulations do not apply to transporting goods or people in case of emergency such as flood or fire.

Rent for 21 Per Cent of Canadian Homes Exceeds $70 Monthly

Of the estimated 1,078,000 Canadian dwellings rented for cash in September last year, 43·5 per cent were rented for less than $40 a month, the Dominion Bureau of Statistics has reported; 15 per cent rented for $40-$49, 11·5 per cent for $50-$59, 9 per cent for $60-$69 and 21 per cent for $70 or more.

Labour Briefs on Amendment of the Unemployment Insurance Act

Trade union organizations express disapproval of proposal to reduce maximum benefit period and criticize failure to extend Act's coverage

Canada's trade union organizations last month expressed their disapproval of the proposal to reduce the maximum benefit period for unemployment insurance when they appeared before the Standing Committee on Industrial Relations of the House of Commons.

When the Bill to amend the Unemployment Insurance Act was introduced, it contained a proposal to reduce the maximum period during which benefits may be paid from 51 to 30 weeks. After the presentation of the labour briefs this was extended to 36 weeks.

Briefs presenting their views and recommendations were submitted by the Trades and Labour Congress of Canada, Canadian Congress of Labour, Canadian and Catholic Confederation of Labour and the National Legislative Committee (Canada), International Railway Brotherhoods.

Similar briefs were submitted also by the United Electrical, Radio and Machine Workers of America (UE), the International Union of Mine, Mill and Smelter Workers, and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Most severely criticized was the proposal to reduce the benefit period from 51 to 30 weeks.

"Accepting the Minister of Labour's statement that only 5 per cent of all claimants draw more than 30 weeks' benefit," said the CCL, "the comparatively small cost of the longer protection should still be provided by the Unemployment Insurance Fund."

Railwaymen, the CBRE pointed out, are compulsorily retired at 65 years and, because they have engaged in the same work for many years, have difficulty in shifting to new jobs.

Disappointment was expressed that coverage under the Act is not to be extended. The TLC would like to see complete coverage, while both the CCL and CCCL urged the inclusion of employees of hospitals and other charitable institutions and continuing coverage of public utilities employees.

The CCL did not favour the change from a daily to weekly basis for contributions and benefit payments on the ground that, while making entitlement somewhat easier, it may result in lower benefit rates than under the Act as at present.

Other criticisms of the Bill concerning benefit were that the highest earnings class is set at too low an earnings level in relation to earnings today; that the top class should be divided into two groups, one of which would include earnings of $57 and under $63 and the other $63 and over; and that benefit rates should be set at not less than 60 per cent of earnings.

The labour groups also made the following criticisms and recommendations:—

Seasonal benefits should be payable over a longer period.

Waiting period should be eliminated.

Permissible earnings should be on a sliding scale.

Discrimination against married women should be ended.

The reduction of the time limit for appeals was criticized.

Referral of workers to strike-bound plants should be prohibited. The CCCL brief suggested, in addition, that (a) no firm involved in an industrial dispute be allowed to use the National Employment Service to advertise; (b) no unemployment stamps be placed on insurance books of strikebreakers; and (c) a strike or lockout end on the day on which an agreement is reached.

Improved provisions were requested for workers who become ill or are quarantined after being laid off.

The wording of the bill should be clarified.

Curtailment of the Unemployment Insurance Advisory Committee's responsibility was criticized by the CCL, also the proposal that the National Employment Committee be optional.

"In general terms we favour the principle and provisions of Bill 328," the TLC brief stated. "At the same time, we take

the position that new legislation of this type can never be certain of acceptable enforcement until after it has been subject to administration. It is possible, therefore, that we may be back here next spring urging certain changes in the new Act, which today we will not suggest in Bill 328."

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit decline during April by 89,284 to 154,260 from 243,544 in March, statistics* show. Total for April 1954 was 158,411. Claimants on register at month-end number 318,463

Fewer initial and renewal claims for unemployment insurance benefit were received in April. The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 154,260 claims were filed in local offices across Canada during April. This is a decline of 89,284 from the 243,544 initial and renewal claims recorded for March, but only a slight decrease from the 158,411 claims received during April 1954.

Ordinary claimants on the live unemployment insurance register on April 29 numbered 318,463 (260,541 males and 57,922 females), in comparison with 406,651 (342,434 males and 64,217 females) on March 31 and 338,374 (280,395 males and 57,979 females) on April 30, 1954. On April 29, 1955, short-time claimants numbered 34,352 and temporary lay-off claimants totalled 1,113.

During April, a total of 173,611 initial and renewal claims were adjudicated, entitlement to benefit being granted in 117,599 or 68 per cent of the cases. Of the 56,012 initial and renewal claims in the category "not entitled to benefit", 46,014 or 82 per cent were on behalf of initial claimants who failed to establish a benefit year. Chief reasons for disqualification (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause", 4,979 cases; "not unemployed", 3,366 cases; and "not capable of and not available for work", 2,643 cases.

New beneficiaries during April numbered 103,110, compared with 154,738 during March and 108,692 during April 1954.

A total of $24,598,076 was paid in compensation for 7,735,268 days during April,

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

as against $33,952,877 and 10,621,770 days during March and $25,381,926 and 7,997,163 days during April 1954.

The average number of beneficiaries per week was estimated at 348·4 thousand for April, compared with 377·0 thousand for March. For the week April 24-30, 1954, the estimated number of beneficiaries was 375·3 thousand.

The average daily rate of benefit for the month of April was $3.18, compared with $3.20 for the month of March. For April 1954, the average daily rate was $3.17.

Supplementary Benefit

The period during which supplementary benefit was operative terminated April 15.

Persons commencing the receipt of supplementary benefit in April totalled 46,149, compared with 40,660 in April 1954. A total of $9,176,990 was paid in compensation for 3,012,612 days, compared with $4,455,051 and 2,022,169 days in April 1954.

Initial claims considered for supplementary benefit numbered 39,544, of which 31,785 were entitled to benefit and 7,759 were not entitled.

Insurance Registrations

This year, the annual renewal of insurance books, which usually takes place during April and May, was deferred until June. Consequently, the usual statistics on the number of insurance books and con-

*See Tables E-1 to E-5 at back of book.

tribution cards issued to employees is not available. Data will, however, again be available as from June 1.

At April 30, 1955, employers registered numbered 268,098, an increase of 283 during the month.

Enforcement Statistics

During April, 3,768 investigations were conducted by district investigators across Canada. Of these, 2,332 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,436 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 181 cases,* 31 against employers and 150 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 775.*

Unemployment Insurance Fund

Revenue received in April totalled $17,824,336.88, compared with $17,115,204.50 in March and $18,981,163.64 in April 1954. Benefit payments in April amounted to $33,761,052.52, compared with $45,423,186.30 in March and $29,820,898.86 in April 1954. The balance in the fund at April 30 was $824,755,601.13. At March 31, there was a balance of $840,692,316.77, and at April 30, 1954, of $870,434,398.12.

Decision of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1148, May 10, 1955

Summary of the Facts: The claimant worked as a labourer at a wage of $1 an hour for the Canadian Canners (Western) Limited at its Factory No. 73 in Vancouver, B.C., from October 6, 1954, to October 27, 1954. On November 5, 1954, he filed a renewal application for benefit, and he and the employer stated that his loss of employment was because of a strike at the plant at which he was employed.

According to the submissions, on various dates in 1952 and at various points in British Columbia, the Canadian Canners (Western) Limited entered into separate, although similar, bargaining agreements with the United Packinghouse Workers of America (CCL-CIO). One of these agreements was between the company and Local 350 of the union and was made effective from April 1, 1952, to March 31, 1954. It covered the workers employed at the company's plant No. 73 in Vancouver, whose classifications and wage scales were set forth in Schedule A of the agreement, including the following:—

Male	Per Hour
Ordinary Labour:	
First 60 working days....	$1.00
Thereafter	1.06

According to Article III of the agreement, the compulsory check-off of union dues applied to all employees after they had been in the employ of the company for 30 days or longer, whether they were members of the union or not.

Late in 1953, negotiations began between the union and the company for certain changes in the agreements with respect to an increase in wages, reduction in hours of work and other fringe benefits. As the two parties were unable to reach a settlement, the matters in dispute were referred to a conciliation board but its findings were rejected by the union and a strike vote was taken on October 23, 1954. The vote was in favour of strike action and the union decided to strike at the Vancouver plant as well as at other plants of the company located in British Columbia. On or about October 23, 1954, the company received notice of the union's decision to strike at 9.00 a.m. on October 27, 1954. Accordingly, the company arranged to suspend its operations on the evening of October 26 and all normal operations of the plant ceased as of October 27, 1954.

The insurance officer was of the opinion that the claimant had lost his employment by reason of a stoppage of work due to a

*These do not necessarily relate to the investigations conducted during this month.

labour dispute at the premises at which he was employed and disqualified him from receipt of benefit under Section 41(1) of the Act from November 5, 1954, for so long as the stoppage of work continued.

The claimant appealed to a court of referees on the grounds that following the stoppage of work he had worked for a television company erecting antennae; that he felt that he was only a casual worker at the cannery, having worked ten days in September and 15 days in October and that under the circumstances he could not be considered a regular employee of the cannery.

The claimant and two representatives of the company were present at the hearing of the case before the court of referees. In his testimony before the court, the claimant stated that following the stoppage of work at the cannery he had worked for Better T.V. and Electric, Vancouver, B.C., from November 18 to November 24, 1954, erecting antennae. He explained that this firm had had a big sale of television sets and needed a man to erect antennae. When asked by the chairman of the court whether he thought the latter employment would have been permanent, he replied that he did not know. In response to a question asked by a member of the court whether there was any likelihood of his being re-employed by the television firm, the claimant replied: "No, not exactly. It is just like a fly-by-night job."

The court unanimously allowed the appeal on the grounds that the attitude of the company's representatives at the hearing decidedly left the members of the court to conclude that the claimant's employment at the cannery was of a casual nature, that he had accepted that employment rather than continue on unemployment insurance benefit, that his regular line of work was that of a construction labourer, which was substantiated by the fact that he had worked as aerial constructor for television sets for one week in November, that he was considered to be a casual worker on special jobs and that he was "not in a position to have his wages or working conditions affected by a settlement of the dispute."

The insurance officer appealed to the Umpire on the grounds that as the claimant's occupation was covered by the bargaining agreement, his wages and working conditions stood to be affected by the outcome of the dispute (CU-B 423, CU-B 428) and that the fact that his employment was of a casual nature did not relieve him of the disqualification (CU-B 152).

At the request of the Umpire, the chief claims officer of the Unemployment Insurance Commission obtained further information in respect to the claimant's employment at Canadian Canners (Western) Limited and Better T.V. and Electric. This information disclosed that the claimant was employed at Canadian Canners (Western) Limited for 27 days in 1954 and from January 12 to February 22, 1955, as a labourer in the warehouse at a wage of $1 an hour. It also disclosed that he was employed by Better T.V. and Electric on a day-to-day basis in connection with the erection of antennae during a rush of orders.

Conclusions: Section 41 of the Act is to the effect that an insured person who has lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed is disqualified from receiving benefit, unless he proves that he is not participating in, or financing or directly interested in the labour dispute that caused the stoppage of work and that he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the same premises and are participating in, financing or directly interested in the dispute. The section is also to the effect that, when a disqualification applies, it shall last for so long as the stoppage of work continues, or until the claimant has become *bona fide* employed elsewhere in the occupation that he usually follows or until he becomes regularly engaged in some other occupation, whichever event occurs first.

Although the existence of a stoppage of work was not established in a conclusive manner by the insurance officer, in that it was merely based on general data rather than on specific statements and facts, I can nevertheless assume that the complete cessation of operations which is reported to have taken place as from October 27, 1954, at Factory No. 73 was that of the operations habitually carried on at the plant at that time of the year, and that the company, on that date and thereafter until January 10, 1955, date on which a substantial resumption of work is said to have occurred, had and would have had work on hand to employ, if not all, at least a satisfactory number of the employees who had lost their employment by reason of the employer's action in closing down the plant. In the absence of any evidence or contention to the contrary, I therefore consider that the existence of a stoppage of work was *prima facie* established.

There is irrefutable evidence, however, that a labour dispute within the meaning of Section 2(1)(d) of the Act was in full progress at Factory No. 73 at the time of the general cessation of operations. After unsuccessful attempts to come to terms with the employer by negotiation and conciliation, the employees, through the union and by means of a strike vote as well as the issuance of a strike notice, endeavoured to break down the employer's opposition to proposed changes in the conditions of employment, and the latter resisted their demands, this being made particularly clear by his decision to close down his Vancouver and other plants in British Columbia rather than yield to the threat of a general strike.

Under the circumstances, it is obvious that the closing down of Factory No. 73 bore direct relationship to the disagreement between the employer and the employees over the conditions of employment and was in furtherance of one of the parties' interest in the existing labour dispute. The stoppage of work which commenced on October 27, 1954, therefore, was due to the dispute, and inasmuch as the claimant, who was employed at the factory, lost his employment by reason of the stoppage and, contrary to the finding of the court of referees, also failed to prove that he was not directly interested in the dispute, he stands to be disqualified under Section 41 of the Act.

In specific and exceptional circumstances, such as those which were adumbrated in decision CU-B 531, an insured person may be held to have retained his normal grade or class and deemed not to have become directly interested in a dispute in which such grade or class are in no way involved. However, when, because of disability, a man is engaged at the time of the stoppage on work other than his normal work, the answer to the question whether he has retained the grade or class of his former normal employment depends upon the circumstances of each particular case, some of these circumstances (but not the only ones) being the length of time he has not been, and is not likely to be, employed in his normal occupation and the nature of his provisional employment.

In the present case, due to an injury which he had sustained in November 1953, the claimant, by his own admission, was still incapable of pursuing his former occupation of construction labourer when he became employed as an ordinary labourer in the warehouse at Factory No. 73. The following is a statement which he made to that effect at the hearing before the court of referees:

> I was on full compensation until 1st May and then half compensation which entitled me to draw Unemployment Insurance for three months and then off compensation entirely and then I got the job at Aylmers because I got hurt and could not do my ordinary work.

The claimant, therefore, had been incapable of pursuing his former normal occupation for a considerable time.

Moreover, there is no suggestion that he was likely to resume the normal work of a construction labourer in the near future. It is true that the submissions, unfortunately, lack definite information as to the nature of the claimant's injury and the length of time which it was anticipated would elapse before he could resume (if at all) the work he was performing when he sustained his injury, but it seems that, in the absence of definite evidence or expressed intention to the contrary, it is reasonable to assume that he would not be able to work as a construction labourer for some considerable time. This assumption is made yet stronger by the fact that, at the end of the stoppage of work, he resumed the employment of an ordinary labourer at Factory No. 73.

As to the claimant's employment in this occupation, I disagree with the finding of the court of referees that it really was "of a casual nature". It was regular employment in that it was employment under a regular contract of service and in that he had not been hired merely to perform a specific job of a determined duration. In fact, the claimant had already been working for almost three consecutive weeks when the stoppage occurred and there was no suggestion of an impending lay-off. He had, therefore, become regularly employed under a contract of service as an ordinary labourer, and under such circumstances, he in fact was, or for all practical purposes must be deemed to have been, directly interested in the wages and conditions of his provisional employment to a larger extent than those of employment which he was not likely to resume for a considerable period of time.

Inasmuch as the claimant's provisional employment fell within one of the classifications which were set forth in the bargaining agreement and stood to be directly affected by the outcome of the labour dispute, he has failed to prove that he was not directly interested in the dispute and he was therefore subject to disqualification under Section 41 of the Act. However, as he became employed in erecting television

antennae during the stoppage, namely, from November 18 to November 24, 1954, the question which now arises is whether or not such disqualification should last until the termination of the stoppage. In other words, it is now necessary to determine whether or not the claimant "has, during the stoppage, become *bona fide* employed elsewhere in the occupation that he usually follows, or has become regularly engaged in some other occupation".

Contrary to the opinion expressed by the court of referees in its decision, and in the regrettable absence of any technical information on the matter, I consider that the type of work in which the claimant was employed during the stoppage could not, under the circumstances, be deemed to be in his former occupation of construction labourer, not only because he presumably was still incapable of pursuing this occupation, but also because the erection of television antennae, at least from a layman's point of view, is not a type of work which must necessarily be performed by a construction labourer. In fact, I have been told that any unskilled worker, with a few hours of instruction, could perform the work satisfactorily. I am, therefore, prepared to consider that when the claimant became employed in erecting television antennae, he was employed as an ordinary labourer.

On the other hand, as I have already found that the claimant was directly interested in the dispute in that he had ceased to belong to the grade of construction labourer and had acquired, at least for the duration of his incapacity, the new grade of ordinary or unskilled labourer, I consider that, under the circumstances, it would be both unfair and somewhat contradictory to find that his usual occupation had nevertheless remained that of construction labourer. I shall therefore consider that, when the claimant became employed in erecting television antennae, he became employed elsewhere in an occupation which can be deemed to have been the occupation which he usually followed at that time.

However, to bring himself within the exception afforded to a claimant who, during a stoppage of work, has become employed elsewhere in the occupation that he usually follows, such claimant must show that, in his particular circumstances, he has become *bona fide* employed. In other words, he must prove that it was employment under a contract of service and that it was undertaken in good faith and not for the purpose of evading the disqualification.

In the present case, there is no evidence to suggest that the claimant did not become employed under a genuine contract of service when he became employed in erecting television antennae on November 18, 1954, nor is there any suggestion that he undertook that employment for the purpose of evading the disqualification. The mere fact that the employment was temporary and, in fact, lasted only a few days, does not suffice, of itself, to lead me to hold that it was not *bona fide*.

The appeal of the insurance officer is therefore allowed, but to the extent only that the disqualification imposed under Section 41 of the Act shall be removed as from November 18, 1954.

Report 22 States Expected to Allow Payment of Both Unemployment Insurance and Layoff Wages

Action to permit unemployed workers to receive both unemployment insurance compensation and employer-financed supplementary benefits "is definitely expected" in 22 states, the United States Chamber of Commerce announced on July 7 following a canvass of state and local Chambers of Commerce throughout the country. The outlook was reported "less certain" in 13 other states, while in six no action whatever is seen and in seven, no comment was available.

In its report, the Chamber said that "generally, business leaders in the 22 states reported that labor leaders are preparing to push necessary changes through the Legislatures, or are seeking administrative or court rulings". Both the Ford Motor Company and the General Motors Corporation have promised to support the efforts of the United Auto Workers of America (CIO) to eliminate legal barriers to the supplementary jobless pay plan recently established by their nation-wide agreements. (See pp. 811-813.)

The Chamber saw no immediate effort to change the benefit laws in the following states: Alabama, California, Georgia, Maine, Kentucky, Montana, Nebraska, New Mexico, South Dakota, Texas, Tennessee, Utah and West Virginia.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 239 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 146 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	$ 18,171.00
Defence Construction (1951) Ltd.	1	2,300.00
Defence Production (April Report)	191	1,415,083.00
Defence Production (May Report)	190	849,477.00
Post Office	13	155,645.84
R.C.M.P.	6	12,421.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of $946.79 was collected from seven employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 44 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Central Onslow Marsh N S: J G Webster, construction of dyke & drainage system. *New Minas Marsh N S:* Hennessy & Spicer Ltd, construction of dyke & drainage system. *River Hebert Marsh N S:* E L Casey, construction of dyke & drainage system. *Starr's Point Marsh N S:* McCully & Soy, construction of dyke & drainage system. *Aulac Marsh N B:* Eric Stiles, construction of dyke.

Central Mortgage and Housing Corporation

Stellarton & Trenton N S: Arnold W Campbell, *supply & installation of porch lattice, step lattice, shutters & window boxes & risers. *Montreal Que:* Montreal Parks & Playgrounds Association Inc, *playground equipment (Benny Farm); Planned Renovators Co, *plaster repairs & painting stairs, Villeray Terrace. *Nitro Que:* Rene McSween, re-roofing dwellings. *St Hubert Que:* Lewis Bros Asphalt Paving Ltd, construction of walks & drives, site improvement & planting. *Ajax Ont:* Evans Contracting Co Ltd, site improvement & planting; W B Bennett Paving Ltd, construction of asphalt roads & concrete sidewalks. *Campbellford Ont:* W J Owens, *exterior painting. *Camp Borden Ont:* Bryers Construction Co Ltd, construction of houses; Swansea Construction Co Ltd, construction of roads & all services. *Clinton Ont:* Ontario Electrical Construction Co Ltd, installation of electrical distribution, fire alarm & street lighting systems; Ellis Don Ltd, construction of school extension. *Deep River Ont:* Borgstrom Bros Ltd, site improvement & planting; Terminal Construction Co Ltd, site improvements & planting. *Hagersville Ont:* Lorenzo Contracting Co, construction of roads & services. *Ottawa Ont:* Noel Perier, *watering of lawns & cleaning streets; J W Havelin, *exterior painting. *Picton Ont:* H J McFarland Construction Co Ltd, construction of housing units. *Smiths Falls Ont:* Terminal Construction Co Ltd, site improvement & planting. *Calgary Alta:* Modern Home Painters, *exterior painting. *Chilliwack B C:* Biltmore Construction Co Ltd, construction of housing units & extension of sanitary sewer system, house water connections, storm water disposal system, house walks, driveways & culverts. *Vancouver B C:* R H Neven Co Ltd, exterior painting, Renfrew Heights; Neil Meyer, exterior painting; Berge & Kavanagh Painters Ltd, exterior painting.

Department of Citizenship and Immigration

Middle River N S: Swinamer's Building Services, construction of school. *Romaine Que:* The Tower Co, construction of school. *Moose Factory Ont:* Pulsifer Construction Ltd, construction of school. *Moose Fort Ont:* Hill-Clark-Francis Ltd, construction of dormitory. *Assiniboine Sask:* Hartmier Construction Co, construction of school. *Cowessess Sask:* J V Remai, construction of school. *Loon Lake Sask:* F Schneider, construction of school. *Ministikwan Sask:* Gall's Lumber Yard, construction of school. *Montreal Lake Sask:* Winslow Bros, construction of school. *Pine Bluff Sask:* Gall's Lumber Yard, construction of school. *Sakimay Sask:* Hartmier Construction Co, construction of school. *Alexander Alta:* McLeod Mercantile, construction of school. *Boyer River Alta:* Dandurand & Desaulniers, construction of school. *Drift Pile Alta:* Lahey Construction Ltd, construction of school. *Frog Lake Alta:* Genereux Workshop, construction of school. *Goodfish Lake Alta:* Genereux Bldg Supplies,

construction of school. *Standoff Alta:* Holte & Nordlund, construction of school. *Upper Hay River Alta:* Lahey Construction Ltd, construction of school. *Vermilion Alta:* Lahey Construction Ltd, construction of school.

Defence Construction (1951) Limited

Torbay Nfld: The Trynor Construction Co Ltd, reconstruction of pumphouse & reservoir, RCAF Station. *Debert N S:* Modern Construction Ltd, rehabilitation of roads, No 16 "X" Depot. *Halifax N S:* Foundation Maritime Ltd, construction of T A S school bldg, HMCS "Stadacona"; Fundy Construction Co Ltd, additions & alterations to Naval Research Laboratory Bldg D95. *Sydney N S:* John Inglis Co Ltd, supply & installation of additional boiler, Point Edward Naval Base. *Chatham N B:* Diamond Construction Co Ltd, extension to unit supply bldg. *Camp Gagetown N B:* Maritime Engineering Ltd, construction of National Employment Office. *Bagotville Que:* Kelly Lumber & Construction Ltd, construction of chain link fencing. *Quebec Que:* A Deslauriers & Fils Ltee, construction of barrack block, The Citadel. *London Ont:* Ellis-Don Ltd, construction of P O L service station, R C E offices, stores & workshop, lumber & pipe storage rack; Horvath Engineering Co, extension of steam distribution system, Wolseley Barracks. *Petawawa Ont:* Ball Bros Ltd, construction of barrack block, QM & technical stores bldgs & outside services. *Uplands Ont:* M J Sulpher & Sons Ltd, construction of chapels. *MacDonald Man:* Nelson River Construction Ltd, construction of water supply pipeline from Portage la Prairie to RCAF Station. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of QM & technical stores bldgs; Norman H Woods & Assoc Ltd, grading, seeding & sodding, RCAF Station; Heath Construction Ltd, construction of chapel. *Moose Jaw Sask:* Redi-Mix Ltd, construction of extensions to roadways, parking areas & sidewalks, RCAF Station. *Saskatoon Sask:* Piggott Construction Ltd, construction of refuelling tender garage, RCAF Station. *Edmonton Alta:* Edmonton Crane Service, demolition & clearing damaged section of warehouse No 2, Griesbach Barracks. *Namao Alta:* Canadian Comstock Co Ltd, supply & installation of electrical winterized outlets; P W Graham & Sons Ltd, construction of firing range. *Sea Island B C:* C J Oliver Ltd, construction of drill & recreational hall.

Building and Maintenance

Bagotville Que: La Pepiniere Dupuis Enrg, grading, seeding, etc, explosive storage bldgs. *Kingston Ont:* M Sullivan & Son Ltd, renovation, alteration & additions to Roselawn House. *North Bay Ont:* Ruliff Grass Construction Co Ltd, installation of comminutor, alterations to sludge beds & piping of sewage disposal plant. *Petawawa Ont:* Spiers Bros, repair & alterations to ventilating units; Spiers Bros Ltd, supply & installation of tank exhaust system for tank repair shop. *MacDonald Man:* Richards-Wilcox Canadian Co Ltd, repairs to steel hangar doors. *Pine Falls Man:* F W Sawatzky Ltd, construction of quonset armoury. *Shilo Man:* Winnipeg Roofing Co Ltd, supply & application of asbestos cedar-grain shingles. *Winnipeg Man:* Shore & Horwitz Construction Co Ltd, construction of fitments for hangar & workshops. *Claresholm Alta:* Everall Engineering Ltd, reconstruction of roads, walks & parking areas.

Department of Defence Production

Charlottetown P E I: M F Schurman Co Ltd, grading & paving of roadway & parking area, Brighton Compound. *Halifax N S:* Martin & Moore Ltd, interior painting of bldg, HMCS "Stadacona". *Farnham Que:* Canada Catering Co Ltd, catering. *Ste Foy Que:* O Chalifour Inc, fabrication & installation of storm & screen doors on bldgs at PMQ's area. *Camp Borden Ont:* Emery Engineering & Contracting Co Ltd, supply & finishing of concrete slab floors in hangars, RCAF Station; Dominion Catering, catering. *Downsview Ont:* Canadian Comstock Co Ltd, installation of steam blast coils in boiler room, No 1 Supply Depot RCAF Station. *Ipperwash Ont:* Canada Catering Co Ltd, catering. *Dundurn Sask:* Dominion Catering, catering. *Albert Head B C:* Farmer Construction Ltd, alterations to bldg. *Comox B C:* E Fryer, catering. *Esquimalt Harbour B C:* Farmer Construction Ltd, construction of hut, McCarthy Island.

Department of Fisheries

Valleyfield Nfld: Kenney Construction Co, construction of experimental salt fish plant.

National Harbours Board

Halifax Harbour N S: Walker & Hall Ltd, raising wharf aprons at berths 20, 21 & 22.

Department of Public Works

La Scie Nfld: Gulf Maritime Construction Ltd, harbour development. *Bedford N S:* T C Gorman (Nova Scotia) Ltd, jetty extension, RCN Magazines. *Camp Cove (Lower Argyle) N S:* Colin R MacDonald Ltd, construction of wharf. *Central Port Mouton N S:* J P Porter Co Ltd, *dredging. *Halifax N S:* Brookfield Construction Co Ltd, alterations & repairs, Federal Bldg. *Inverness N S:* Campbell & McIsaac, replacement of groyne (improvements). *Louisburg N S:* J P Porter Co Ltd, *dredging. *Wallace N S:* Andre F Richard, *dredging. *Escuminac N B:* Clare Construction Co Ltd, breakwater extension. *Green Point N B:* George C Spence & Sons Ltd, breakwater repairs. *Lameque N B:* L G & M H Smith Ltd, wharf repairs & improvements. *Lorneville N B:* Diamond Construction Co Ltd, harbour improvements. *St Leonard N B:* Gagnon Bros, construction of combined customs immigration highway office & examining warehouse bldg. *Welch's Cove N B:* Colin R MacDonald Ltd, breakwater repairs. *Cap aux Meules Que:* Charles Verreault, harbour improvements. *Grande Entree Que:* Capt Edgar Jourdain, wharf reconstruction. *Grande Vallee Que:* Gulf Maritime Construction Ltd, wharf extension. *L'Anse a Brillant Que:* James S Watt, harbour improvements. *Montreal Que:* Forget Powell Co Ltd, installation of ventilation system, Basement Mail Bag Depository, Postal Terminal Bldg; J J Shea Ltd, erection of wood & glass & terra cotta partitions, painting, Shea Bldg, 2180 Belgrave Ave; Bowes Construction Co, alterations to 6th & 10th floors, Postal Station "B" Cathcart & University Sts. *Newport (Riviere des Ilots) Que:* George K Steele, breakwater reconstruction. *Pointe au Loup Que:* Les Entreprises de L'Est Ltee, breakwater reconstruction. *Quebec Que:* Abel Ratte, demolition of old gateway walls, etc, Old Marine Stores Bldg; Abel Ratte, alterations for laboratory, Immigration Hospital, Savard Park; A Deslauriers & Fils Ltee, installation of elevator & enclosing shaft, Old Customs House. *Richelieu River (St Antoine) Que:* Marine Industries Ltd, *dredging. *Riviere St Francois (Chenal Tardif) Que:* St Maurice River Dredging Red'g, *dredging. *Arnprior Ont:* Universal Electric, renovations to overhead distribution systems, electrical, fire alarm & street lighting, Civil Defence College. *Chatham Ont:* Pigott Construction Co Ltd, erection of public bldg. *Goderich Ont:* Marples Ridgway Ltd, repairs to harbour works. *London Ont:* Canadian Comstock Co Ltd, installation of fluorescent lighting, Income Tax Bldg, 338 Dundas St. *Ottawa Ont:* Atlas Heating Co, replacing existing steam main from East Block boiler room through tunnel to Centre Block; Dominion Electric Protection Co, installation of fire alarm & night watch systems, Veterans Memorial Bldgs, East Bldg, Wellington St; Thomas Fuller Construction Co Ltd, construction of hygiene laboratory, Tunneys Pasture. *Owen Sound Ont:* Canadian Dredge & Dock Co Ltd, reconstruction of harbour wall (east harbour wall). *Port Hope Ont:* J P Porter Co Ltd, *dredging. *Toronto (Eastern Channel) Ont:* Russell Construction Ltd, *dredging. *Whitby Ont:* James Kemp Construction Ltd, erection of public bldg. *Winnipeg Man:* McBain & Jack, supply & installation of plywood underlay & 1A marboleum to third floor of Immigration Bldg. *Regina Sask:* Bird Construction Co Ltd, construction of window screens, RCMP Barracks, "C" Block. *Esquimalt B C:* Fraser River Pile Driving Co Ltd, wharf construction. *Vancouver (False Creek) B C:* British Columbia Bridge & Dredging Co Ltd, construction of fishing harbour (bulkhead, road & sheds). *Vancouver B C:* Allan & Viner Construction Ltd, alterations to bldg, 4824 Fraser St. *Dawson Y T:* Campbells Ltd, installation of false ceiling & other alterations, Administration Bldg.

Department of Transport

Halifax N S: George T Davie & Sons Ltd, *construction of lightship. *New Glasgow N S:* Tidewater Construction Co Ltd, additional airport development. *North Bay Ont:* Moore Electric Ltd, construction of airport lighting. *Sudbury Ont:* Dumontelle Construction Ltd, construction of dwellings & garage. *Empress Alta:* Wendell Green, construction of staff dwelling. *Fort Nelson B C:* B & D Construction Co Ltd, construction of rawinsonde tower & office bldg.

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Strikes and Lockouts

Canada, May 1955*

Only nine new work stoppages arising out of industrial disputes occurred during May compared with 16 in April but the time lost in May for all disputes in existence was somewhat higher than in the preceding month. More than three-quarters of the idleness in May was caused by three stoppages involving: aircraft and trolley coach factory workers at Fort William, Ont., knitted goods factory workers at St. Hyacinthe, Que., and auto parts foundry workers at Sarnia, Ont.

The question of increased wages was a factor in 11 of the 17 stoppages in existence during May. Of the other disputes, two arose over union questions, one over reduced hours of work, one over dismissal of a worker, one over causes affecting conditions of work and in one case no cause was given.

Preliminary figures for May 1955 show a total of 17 strikes and lockouts in existence, involving 3,200 workers, with a time loss of 40,550 man-days, compared with 22 strikes and lockouts in April 1955, with 2,683 workers involved and a loss of 25,912 days. In May 1954 there were 22 strikes and lockouts, 3,400 workers involved and a loss of 31,810 days.

For the first five months of 1955 preliminary figures show a total of 52 strikes and lockouts with 17,032 workers involved and a loss of 318,633 days. In the same period in 1954 there were 78 strikes and lockouts, 16,320 workers involved and a loss of 280,840 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in May 1955 was 0·05 per cent of the estimated working time; April 1955, 0·03 per cent: May 1954, 0·04 per cent; the first five months of 1955, 0·08 per cent and the first five months of 1954, 0·07 per cent.

Of the 17 stoppages in existence during May, three were settled in favour of the workers, two in favour of the employers, three were compromise settlements and one was indefinite in result, work being resumed pending settlement. At the end of the month eight stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in March 1955 was 198 and 29 were still in progress from the previous month, making a total of 227 during the month. In all stoppages of work in progress, 55,800 workers were involved and a time loss of 148,000 days caused.

Of the 198 disputes leading to stoppages of work that began in March, 14, directly involving 4,700 workers, arose over demands for advances in wages, and 79, directly involving 12,800 workers, over other wage questions; two, directly involving 100 workers, over questions as to working hours; 25, directly involving 19,100 workers, over questions respecting the employment of particular classes or persons; 76, directly involving 8,200 workers, over other questions respecting working arrangements; one, directly involving 100 workers, over questions of trade union principle; and one, directly involving 500 workers, was in support of workers involved in another dispute.

**See* Tables G-1 and G-2 at back of book.

New Zealand

The New Zealand Monthly Abstract of Statistics for March 1955 reports a total of 61 industrial disputes resulting in work stoppages during 1954, involving 16,153 workers, with a time loss of 20,474 days. For the fourth quarter of 1954 there were nine stoppages, 1,322 workers involved and a loss of 2,002 days.

United States

Preliminary figures for April 1955 show 325 work stoppages resulting from labour-management disputes beginning in the month, involving 210,000 workers. The time loss for all work stoppages in progress during the month was 2,600,000 man-days. Corresponding figures for March 1955 were 300 stoppages involving 165,000 workers and a loss of 1,600,000 days.

Prices and the Cost of Living*

Consumer Price Index, June 1, 1955

Between May 2 and June 1, Canada's consumer price index dropped a full half-point, or 4 per cent, from 116·4 to 115·9, the lowest point in 12 months. It was the greatest drop in 19 months.

Most of the decline was attributable to a decrease in the food index, although four of the five group indexes were lower, only the shelter index recording an advance.

The food series declined 1·2 per cent from 112·3 to 111·0 as sharply lower prices were registered for potatoes, followed by lesser price decreases for tea, coffee, and butter. Apples, grapefruit, and most cuts of meat were higher.

The clothing index declined from 107·9 to 107·8 under the influence of small scattered decreases. Declines in coal, fuel oil and furniture were the principal factors accounting for the change in the household operation index from 116·4 to 116·1.

Other commodities and services receded from 118·3 to 117·8, largely as a result of further declines in automobiles. Shelter, the only group to advance, moved from 128·8 to 129·2 due mainly to higher rents, although home-ownership costs also moved up fractionally.

The index one year earlier (June 1, 1954) was 116·1. Group indexes on that date: food 112·0, shelter 126·4, clothing 109·7, household operation 117·1 and other commodities and services 117·5.

City Consumer Price Indexes, May 1955

Eight of the ten regional city consumer price indexes increased between April 1 and May 2, while two were unchanged. Three increased 0·3 per cent, three 0·4 per cent, one 0·7 per cent and one 1·4 per cent.

As was indicated in the release of the May 2 Canada total index, most of the city increases centred around potato price movements. Other foods to record increases at most centres, however, were fresh fruits and vegetables, beef and tea. Butter, veal, pork and coffee were generally lower.

Shelter costs continued to advance slightly as seven of the ten city rental series moved up. Group indexes for clothing and household operation were generally steady, although a seasonal decline in coal prices in Montreal was reflected in a lower household operation index in that centre, while an advance in the same series for Ottawa was mainly the result of a sharp increase in the price of ice. Counter-balancing factors were observed to account for the moderate change in city indexes for other commodities and services. Automobile tires and toilet soap were lower at all centres while theatre admissions were mainly up.

Regional consumer price index point changes between April 1 and May 2 were as follows: St. John's +1·5 to 105·0†; Halifax +0·8 to 115·4; Saint John +0·5 to 118·1; Toronto +0·5 to 118·9; Saskatoon-Regina +0·5 to 114·4; Ottawa +0·4 to 117·3; Montreal +0·3 to 117·0 and Winnipeg +0·3 to 115·6. Edmonton-Calgary and Vancouver remained unchanged at 114·2 and 117·2 respectively.

Wholesale Prices, May 1955

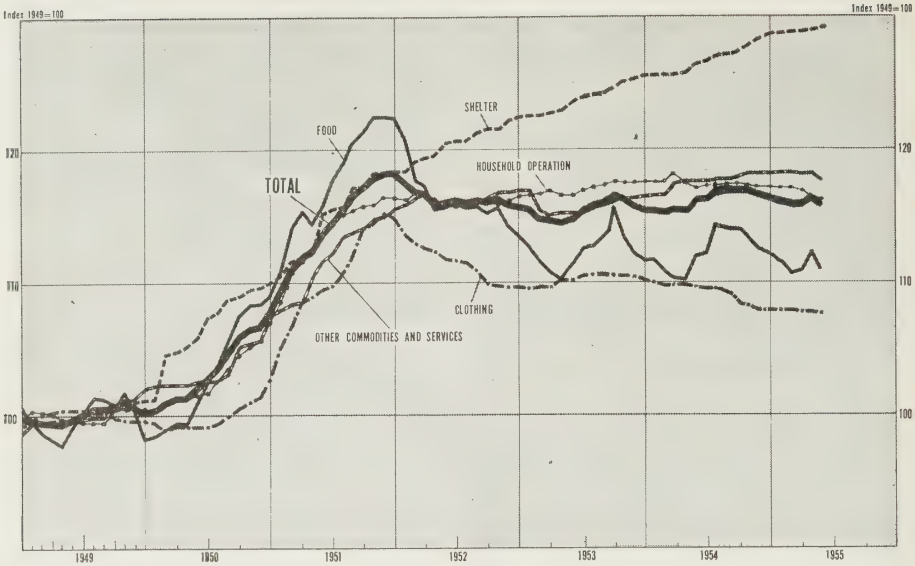
Canada's general wholesale price index was slightly lower in May, standing at 217·8 versus 218·5 in the preceding month and 217·9 in May last year, according to the Dominion Bureau of Statistics.

Six of the eight component groups declined from April while two advanced. Lower prices for imported anthracite coal, domestic bituminous slack, coke, sand, gravel, building stone and sulphur moved the index for non-metallic minerals down 1·1 per cent to 173·3.

*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Vegetable products dropped 1 per cent to 197·1 when decreases for tea, coffee beans, cocoa beans, potatoes, unmanufactured tobacco, refined sugar, vegetable oils and fresh fruits overbalanced increases in livestock and poultry feeds, grains, canned fruits, milled cereal foods and miscellaneous vegetable products.

In animal products, declines in fishery products, milk and its products, cured meats, unmanufactured leather, hides and skins, eggs and lard outweighed increases in livestock, fresh meats, raw furs, fowl and boots and shoes to move the index down 0·1 per cent to 224·8.

In the wood, wood products and paper group, decreases in export prices for newsprint, woodpulp, cedar shingles and fir flooring slightly overbalanced increases in fir timber, fir dimension, spruce lumber and cedar shiplap to place the index at 293·6 for a loss of 0·1 per cent.

Decreases in steel sheets moved iron and its products down 0·4 per cent to 217·3, while chemicals and allied products also dropped 0·4 per cent to 176·5 when decreases in toilet soap and paint materials proved more important than increases in tartaric acid, copper sulphate and industrial gases.

An increase of 0·2 per cent to 184·2 in non-ferrous metals reflected increases in copper and its products, silver and zinc. Fibres, textiles and textile products advanced 0·1 per cent to 226·6, as increases in raw cotton and domestic raw wool overbalanced decreases in rayon yarns, miscellaneous fibre products and imported raw wool.

Farm product prices at terminal markets advanced to 213·3 from 212·7 for a gain of 0·3 per cent. Animal products moved up 2 per cent to 243·4, reflecting higher prices for livestock, poultry, western eggs and raw wool. Decreases were recorded in western butterfat, eastern eggs, eastern cheese milk and western fluid milk. Field products declined 1·9 per cent to 183·2, when decreases in eastern potatoes and raw leaf tobacco outweighed increases in western potatoes, flax, rye and hay.

Residential building material prices changed from 280·7 to 280·8, as increases in fir timber, spruce lumber and copper pipe slightly overbalanced decreases in metal weather stripping, shellac, stone facing, sand and gravel. Non-residential building material prices, on the other hand, declined 0·2 per cent to 121·8 from 122·0, as decreases in building stone, electrical conduit, steel sheets, sand and gravel more than offset increases in spruce lumber, copper pipe and brass valves.

U.S. Consumer Price Index, April 1955

The consumer price index for the United States dropped 0·1 per cent between mid-

March and mid-April, the first change since last December, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. It dropped from 114·3, where it had stood for four consecutive months, to 114·2 (1946-49=100), 0·3 per cent below last April's 114·6.

U.K. Index of Retail Prices, March 1955

For the third successive month, the index of retail prices compiled by the United Kingdom Ministry of Labour remained stationary at 110·2 (Jan. 1952=100) between mid-February and mid-March. One year earlier, in mid-March 1954, the index stood at 106·6.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 83.

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1. **National Safety Council.** *How to start a Safety Program.* Chicago, c1954. Pp. 48.

2. **President's Conference on Occupational Safety, Washington, D.C., 1954.** *Guide to Community Safety Programs.* Report of Committee on Community Safety Programs. Washington, G.P.O., 1955. Pp. 11.

Disabled-Rehabilitation

3. **Great Britain. Treasury.** *Disabled Persons in Government Employment; Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1954,* compiled from returns furnished to the Treasury. London, H.M.S.O., 1955. Pp. 1.

4. **United Nations. Secretariat. Department of Social Affairs.** *Services for the Physically Handicapped.* New York, 1954. Pp. 31.

Economic Conditions

5. **Conference on Business Cycles, New York, 1949.** *Conference on Business Cycles.* New York, National Bureau of Economic Research, 1951. Pp. 433.

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10. **Bureau of National Affairs, Washington, D.C.** *How to use Your Personnel Department.* Washington, c1955. Pp. 12.

11. **Hendry, John W.** *A Manual of Time and Motion Study; a Practical Guide to the Measurement of Human Endeavor in Industry and to the Development of Productive Efficiency.* With a foreword by B. Seebohm Rowntree. 4th ed. London, Pitman, 1953. Pp. 217.

12. **Krah, Raymond.** *Administrative Control of Sick Leave.* Chicago, Civil Service Assembly of the United States and Canada, 1954. Pp. 24.

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14. **Pearce, Frank T.** *Financial Effects of Labour Turnover.* Birmingham, Eng., Research Board, Faculty of Commerce and Social Science, The University, 1954. Pp. 228.

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16. **Stanford Research Institute, Stanford University.** *Proceedings, Social Science for Industry, Training and Human Relations in Industry;* Second Seminar arranged by Stanford Research Institute, held on May 11, 1954 at the St. Francis Hotel, San Francisco, Cal. Stanford, Cal., 1954? Pp. 90. Contents.—Relationships between training, personnel, and human relations practices, by Mason Haire.—The need for research in training, by Bertrand Klass.—Problems in executive development, by Myles L. Mace.—Training for productivity, by Richard Blum.—Planning the training program, by George W. Ebeg. —Human relations training, by Donald R. Leggett.

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18. **U.S. Women's Bureau.** *Equal Pay for Women; Sound Practice; Good Policy.* Washington, G.P.O., 1954. 1 Leaflet.

19. **U.S. Women's Bureau.** *Equal-Pay Primer, Some Basic Facts.* Washington, 1955. Pp. 14.

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20. **Griffin, Nelda.** *Employee Incentive Plans in Industry.* Washington, 1955. Pp. 42.

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Average Wage Increase in N.Y. State in 1954 Was 5.9 Cents

An average wage-rate increase of 5·9 cents an hour was provided by 1,379 collective bargaining settlements reported to the New York State Department of Labor in 1954, compared with a 7·7-cent average increase in 1953. This information was contained in a recent issue of the Weekly Labor News Memorandum published by the Department.

Of the 1,379 settlements, 14 per cent gave no wage increases, 34 per cent provided an increase of 6 cents an hour, 24 per cent gave between 6 and 9·9 cents an hour, 10 per cent between 10 and 11·9 cents an hour, 7 per cent between 12 and 15·9 cents, and about 4 per cent gave 16 cents or more an hour. The increases in 6 per cent of the settlements could not be converted to cents per hour.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 23, 1955

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,450	93	397	1,564	1,993	960	443
Agricultural	814	*	42	178	229	332	31
Non-Agricultural	4,636	91	355	1,386	1,764	628	412
Males	4,225	75	317	1,203	1,509	775	346
Agricultural	788	*	41	174	219	323	29
Non-Agricultural	3,437	73	276	1,029	1,290	452	317
Females	1,225	18	80	361	484	185	97
Agricultural	26	*	*	*	10	*	*
Non-Agricultural	1,199	18	79	357	474	176	95
All Ages	5,450	93	397	1,564	1,993	960	443
14—19 years	496	*	38	175	167	79	28
20—24 years	712	17	50	232	242	125	46
25—44 years	2,556	42	180	735	934	449	216
45—64 years	1,475	22	109	380	565	267	132
65 years and over	211	*	20	42	85	40	21
Persons with Jobs							
All status groups	5,123	83	363	1,411	1,921	921	424
Males	3,930	65	285	1,063	1,447	740	330
Females	1,193	18	78	348	474	181	94
Agricultural	807	*	41	176	227	330	31
Non-Agricultural	4,316	81	322	1,235	1,694	591	393
Paid Workers	3,895	67	279	1,094	1,568	531	356
Males	2,814	51	210	779	1,131	373	270
Females	1,081	16	69	315	437	158	86
Persons Without Jobs and Seeking Work							
Both Sexes	327	10	34	153	72	39	19
Persons not in the Labour Force							
Both Sexes	5,040	157	464	1,396	1,637	926	460
Males	1,000	54	104	255	287	195	105
Females	4,040	103	360	1,141	1,350	731	355

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 23, 1955		Week Ended March 19, 1955		Week Ended April 17, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	350	323	418	393	323	300
Without Jobs	327	304	401	378	306	285
Under 1 month	57	—	78	—	67	—
1—3 months	115	—	164	—	108	—
4—6 months	108	—	114	—	103	—
7—12 months	33	—	31	—	23	—
13—18 months	*	—	*	—	*	—
19—and over	*	—	*	—	*	—
Worked	23	19	17	15	17	15
1—14 hours	*	*	*	*	*	*
15—34 hours	17	14	12	10	13	11

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.
* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—January	63	322	56	249	225	35	950
February	65	324	54	250	228	34	955
March	60	323	54	248	230	35	950
April	57	322	59	254	231	35	958
May	66	320	67	257	235	35	980
June	72	325	70	264	242	36	1,009
July	77	324	77	266	237	36	1,017
August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,389,985.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wagesand Salaries	Index Numbers			Average Weekly Wagesand Salaries
	Employment	Aggregate Weekly Payrolls	Average Wagesand Salaries		Employment	Aggregate Weekly Payrolls	Average Wagesand Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1, 1955	105·8	150·0	141·2	60.66	106·5	154·1	143·9	63.29

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954
(a) Provinces						
Newfoundland	113·4	110·3	113·1	53.26	54.17	54.19
Prince Edward Island	98·5	101·4	93·4	47.53	45.61	45.45
Nova Scotia	92·3	91·4	93·3	51.79	51.35	50.08
New Brunswick	95·4	96·2	91·3	53.89	53.94	51.43
Quebec	103·4	104·6	103·5	58.18	58.61	56.85
Ontario	109·0	108·2	109·0	63.24	63.24	61.20
Manitoba	98·4	98·8	99·9	58.02	58.00	55.76
Saskatchewan	106·1	106·7	107·4	56.82	57.38	55.19
Alberta	121·4	121·4	118·5	61.09	61.74	59.68
British Columbia	103·0	101·0	101·8	64.66	65.31	64.51
Canada	105·8	105·6	105·6	60.66	60.86	59.06
(b) Metropolitan Areas						
St. John's	106·9	106·6	105·0	44.97	45.14	43.02
Sydney	89·6	89·2	92·7	59.85	60.77	58.63
Halifax	118·0	114·4	116·3	50.99	49.98	48.05
Saint John	108·8	108·3	105·1	51.88	50.62	47.55
Quebec	103·1	101·3	106·5	49.57	49.52	48.11
Sherbrooke	98·2	98·7	96·8	50.36	51.59	47.76
Three Rivers	96·9	94·7	95·6	56.54	56.73	55.94
Drummondville	74·4	74·2	68·8	54.17	54.42	52.92
Montreal	108·4	107·7	109·4	59.04	59.05	57.39
Ottawa—Hull	108·5	107·4	105·3	55.60	55.94	53.81
Peterborough	91·3	92·2	99·0	63.20	63.37	62.19
Oshawa	157·2	151·2	157·6	69.92	69.05	64.38
Niagara Falls	112·8	111·7	145·7	69.93	69.45	70.14
St. Catharines	111·7	112·1	110·3	70.12	69.94	67.22
Toronto	118·4	118·0	119·1	64.12	63.88	62.04
Hamilton	101·1	99·6	103·6	64.92	64.83	63.34
Brantford	83·4	83·3	83·9	59.86	59.91	60.86
Galt	94·8	93·1	98·3	56.23	55.32	54.51
Kitchener	101·4	101·2	102·9	59.20	58.78	56.35
Sudbury	127·5	127·6	132·1	74.02	74.61	72.59
London	108·6	106·4	111·3	58.00	57.25	55.78
Sarnia	111·1	113·1	115·8	74.56	73.86	72.15
Windsor	103·9	100·4	104·2	74.09	72.41	68.29
Sault Ste. Marie	104·8	101·8	105·1	70.35	68.28	60.54
Ft. William—Pt. Arthur	97·6	96·1	98·1	60.88	61.06	60.76
Winnipeg	99·1	99·2	100·2	55.71	55.56	53.39
Regina	108·9	109·4	112·7	54.88	55.16	53.40
Saskatoon	109·5	110·3	112·6	53.59	53.91	52.31
Edmonton	137·5	138·3	132·7	57.82	57.96	56.71
Calgary	132·0	130·2	123·6	58.47	59.07	57.13
Vancouver	102·0	100·5	100·7	62.93	62.83	61.01
Victoria	110·7	112·3	104·3	58.96	57.87	59.51

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954
Mining	**110·0**	**110·0**	**108·2**	**72.01**	**73.57**	**69.43**
Metal mining	113·4	112·5	110·1	74.50	76.31	73.63
Gold	80·6	80·8	81·1	66.81	69.20	67.33
Other metal	144·0	142·0	137·2	78.51	80.09	77.10
Fuels	102·7	104·1	102·3	69.97	71.51	64.67
Coal	71·4	73·4	78·2	57.53	59.31	52.96
Oil and natural gas	206·0	205·6	182·2	84.21	85.88	81.33
Non-metal	117·6	116·8	117·6	66.69	67.35	64.44
Manufacturing	**106·5**	**105·7**	**107·9**	**63.29**	**63.11**	**61.19**
Food and beverages	95·2	94·5	95·6	56.96	56.76	54.99
Meat products	110·8	108·7	108·3	66.77	65.61	64.03
Canned and preserved fruits and vegetables	64·2	63·0	61·5	51.93	52.39	51.40
Grain mill products	102·3	102·6	103·4	59.25	59.26	57.80
Bread and other bakery products	104·1	103·4	102·2	53.10	52.68	52.43
Distilled and malt liquors	97·7	96·9	101·8	70.49	70.48	66.70
Tobacco and tobacco products	99·0	102·2	88·6	54.25	54.56	55.74
Rubber products	104·3	103·4	101·7	65.46	65.42	62.67
Leather products	87·7	87·6	91·9	43.93	43.60	42.51
Boots and shoes (except rubber)	91·5	91·5	95·6	42.05	41.52	40.75
Textile products (except clothing)	84·0	83·4	80·4	51.97	52.13	49.78
Cotton yarn and broad woven goods	84·9	83·1	79·9	49.37	49.06	46.04
Woollen goods	69·8	70·9	64·6	49.77	50.03	48.26
Synthetic textiles and silk	86·7	86·4	83·5	57.61	58.36	55.43
Clothing (textile and fur)	92·3	92·4	95·7	42.14	42.46	42.09
Men's clothing	96·1	95·7	99·3	41.15	41.05	41.32
Women's clothing	97·0	96·7	102·5	42.47	43.50	42.47
Knit goods	77·7	79·1	81·7	42.46	43.05	42.64
Wood products	101·4	99·9	96·3	55.00	56.04	54.37
Saw and planing mills	103·9	102·1	95·9	57.15	58.06	56.48
Furniture	103·1	102·8	102·0	52.23	53.60	51.51
Other wood products	87·2	84·6	88·3	49.34	50.39	49.95
Paper products	112·0	111·6	110·4	73.45	73.57	71.50
Pulp and paper mills	114·9	114·5	112·1	78.77	78.89	77.12
Other paper products	104·7	104·5	106·0	59.19	59.34	56.99
Printing, publishing and allied industries	110·8	111·1	108·5	67.54	66.92	65.61
Iron and steel products	99·1	97·9	102·8	69.75	69.41	67.14
Agricultural implements	73·5	73·7	78·2	69.98	70.60	70.39
Fabricated and structural steel	124·2	122·1	128·6	74.37	75.32	72.79
Hardware and tools	98·9	98·3	103·3	65.43	65.02	61.94
Heating and cooking appliances	96·9	94·8	89·8	61.40	60.62	58.22
Iron castings	90·8	89·6	91·2	69.02	68.63	66.39
Machinery mfg.	105·5	105·5	111·1	68.25	68.07	67.03
Primary iron and steel	101·4	97·3	99·5	74.79	74.15	68.98
Sheet metal products	98·6	97·9	104·6	67.31	66.69	65.63
Transportation equipment	137·4	133·8	149·1	72.54	71.71	68.46
Aircraft and parts	335·8	335·0	365·8	75.35	75.23	73.49
Motor vehicles	137·3	127·2	128·4	82.49	79.65	72.02
Motor vehicle parts and accessories	120·4	120·2	118·6	70.19	71.80	67.09
Railroad and rolling stock equipment	82·8	81·2	102·2	64.88	64.40	64.31
Shipbuilding and repairing	143·8	140·4	177·3	64.89	63.89	63.84
Non-ferrous metal products	120·1	120·2	114·7	71.56	71.55	68.81
Aluminum products	123·2	121·5	119·0	66.91	67.31	66.92
Brass and copper products	102·4	102·7	104·5	68.55	68.09	65.39
Smelting and refining	140·4	140·1	127·5	77.39	77.80	74.34
Electrical apparatus and supplies	131·6	132·6	135·7	67.78	67.20	65.78
Non-metallic mineral products	112·7	110·1	109·7	65.58	66.15	63.32
Clay products	95·1	91·8	93·8	62.38	64.56	61.37
Glass and glass products	123·3	121·8	119·3	64.12	63.46	62.52
Products of petroleum and coal	120·4	120·3	117·6	87.28	86.69	85.06
Chemical products	119·6	119·9	120·9	68.96	68.74	65.84
Medicinal and pharmaceutical preparations	108·7	108·2	107·6	63.62	64.01	61.38
Acids, alkalis and salts	123·5	123·7	122·5	78.25	77.12	72.73
Miscellaneous manufacturing industries	100·7	100·3	106·0	55.26	54.75	53.10
Construction	**89·5**	**87·0**	**89·2**	**61.92**	**63.16**	**62.85**
Building and structures	93·7	93 1	99·7	65.77	67.00	67.21
Building	95·1	94·4	94·6	64.77	65.79	65.17
Engineering work	87·4	87·3	122·5	70.59	72.79	78.98
Highways, bridges and streets	82·8	77·3	72·6	54.98	55.80	53.35
Service	**108·7**	**108·0**	**106·5**	**40.28**	**40.11**	**38.65**
Hotels and restaurants	103·1	102·5	100·9	34.73	34.86	33.80
Laundries and dry cleaning plants	101·5	99·8	100·5	37.50	37.04	36.45
Industrial composite	**105·8**	**105·6**	**105·6**	**60.66**	**60.86**	**59.06**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1955	Mar. 1, 1955	Apr. 1, 1954	Apr. 1, 1955	Mar. 1, 1955	Apr. 1, 1954
Newfoundland	42·6	42·3	41·2	136·9	134·8	141·0
Nova Scotia	41·5	41·4	40·5	126·4	125·2	125·8
New Brunswick	41·9	42·5	41·5	126·7	126·7	125·8
Quebec	42·0	42·4	42·3	129·2	128·4	126·9
Ontario	40·9	40·8	40·3	152·5	151·5	148·9
Manitoba	40·2	40·2	40·5	137·1	136·1	134·0
Saskatchewan	39·9	40·2	40·8	147·8	148·0	143·6
Alberta	40·3	40·0	39·8	149·9	150·0	145·6
British Columbia	38·2	38·7	38·4	171·6	172·0	168·8

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954	Apr. 1 1955	Mar. 1 1955	Apr. 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	42·4	43·3	41·6	160·5	160·6	157·3	68.05	69.54	65.44
Metal mining	43·6	44·6	44·0	163·7	164·3	160·7	71.37	73.28	70.71
Gold	44·9	46·5	45·9	139·1	140·7	137·9	62.46	65.43	63.30
Other metal	42·9	43·6	42·9	177·8	178·4	174·6	76.28	77.78	74.90
Fuels	39·8	41·2	36·5	156·0	155·0	153·9	62.09	63.86	56.17
Coal	37·8	39·4	34·4	147·4	146·3	147·1	55.72	57.64	50.60
Oil and natural gas	45·3	46·2	43·9	175·6	175·9	172·4	79.55	81.27	75.68
Non-metal	42·3	42·0	42·0	154·1	154·6	148·2	65.18	64.93	62.24
Manufacturing	41·1	41·2	40·9	144·3	143·5	141·0	59.31	59.12	57.67
Food and beverages	41·0	40·9	40·7	126·3	125·6	123·1	51.78	51.37	50.10
Meat products	40·7	39·8	40·2	154·5	153·8	150·0	62.88	61.21	60.30
Canned and preserved fruits and vegetables	38·6	39·8	39·9	114·1	113·0	110·1	44.04	44.97	43.93
Grain mill products	40·7	40·2	41·4	137·4	137·3	135·3	55.92	55.19	56.01
Bread and other bakery products	43·5	43·3	43·0	108·5	108·8	109·8	47.20	47.11	47.21
Distilled and malt liquors	39·8	39·4	39·1	161·2	160·9	155·4	64.16	63.39	60.76
Tobacco and tobacco products	39·0	40·0	39·2	128·1	125·7	131·0	49.96	50.28	51.35
Rubber products	42·0	42·5	40·9	148·8	147·5	146·6	62.50	62.69	59.96
Leather products	40·8	40·6	40·3	100·3	100·0	98·3	40.92	40.60	39.61
Boots and shoes (except rubber)	40·5	40·1	39·9	96·7	96·1	94·3	39.16	38.54	37.63
Textile products (except clothing)	42·5	43·1	41·0	112·1	111·6	110·2	47.64	48.10	45.18
Cotton yarn and broad woven goods	41·3	41·1	38·8	113·1	112·6	110·4	46.71	46.28	42.84
Woollen goods	43·2	43·7	41·7	104·0	104·3	104·2	44.93	45.58	43.45
Synthetic textiles and silk	44·5	46·0	43·4	117·4	116·7	114·6	52.24	53.68	49.74
Clothing (textile and fur)	38·3	38·8	38·6	98·9	98·7	99·3	37.88	38.30	38.33
Men's clothing	38·3	38·3	39·0	98·1	97·7	97·8	37.57	37.42	38.14
Women's clothing	36·8	37·6	37·0	103·5	104·0	104·3	38.09	39.10	38.59
Knit goods	38·8	39·9	38·7	97·7	97·4	100·7	37.91	38.86	38.97
*Wood products	41·0	42·0	41·4	128·2	127·9	125·7	52.56	53.72	52.04
Saw and planing mills	40·3	41·1	40·5	136·9	137·0	135·0	55.17	56.31	54.68
Furniture	42·1	43·2	42·6	116·4	116·0	113·9	49.00	50.11	48.52
Other wood products	42·3	43·8	43·4	108·5	107·2	107·4	45.90	46.95	46.61
Paper products	42·1	42·3	42·6	163·8	163·6	158·9	68.96	69.20	67.69
Pulp and paper mills	42·4	42·6	43·0	174·7	174·6	170·3	74.07	74.38	73.23
Other paper products	41·2	41·4	41·7	130·2	129·7	124·8	53.64	53.70	52.04
Printing, publishing and allied industries	40·0	39·8	40·3	171·8	170·3	166·7	68.72	67.78	67.18
*Iron and steel products	41·2	41·1	40·7	161·8	161·2	157·0	66.66	66.25	63.90
Agricultural implements	40·1	40·3	40·7	168·9	170·5	168·5	67.73	68.71	68.58
Fabricated and structural steel	40·8	41·3	40·3	167·9	167·5	167·5	68.50	69.18	67.50
Hardware and tools	41·7	41·5	40·8	147·2	146·7	142·6	61.38	60.88	58.18
Heating and cooking appliances	40·9	40·9	39·7	142·6	140·3	137·1	58.32	57.38	54.43
Iron castings	41·8	42·1	41·0	159·8	158·4	155·4	66.80	66.69	63.71
Machinery manufacturing	41·6	41·7	42·3	155·5	155·0	152·2	64.69	64.64	64.38
Primary iron and steel	40·8	40·2	38·6	176·1	176·3	169·0	71.85	70.87	65.23
Sheet metal products	40·9	40·7	41·2	154·8	154·3	150·5	63.31	62.80	62.01
*Transportation equipment	41·5	41·1	41·1	167·2	166·1	160·4	69.39	68.27	65.92
Aircraft and parts	40·8	41·1	43·4	172·8	171·7	164·1	70.50	70.57	71.22
Motor vehicles	43·7	42·2	39·7	180·8	177·6	169·6	79.01	74.95	67.33
Motor vehicles parts and accessories	40·7	41·2	40·0	165·1	167·4	160·5	67.20	68.97	64.20
Railroad and rolling stock equipment	40·0	39·7	39·8	159·8	160·3	159·9	63.92	63.64	63.64
Shipbuilding and repairing	41·9	41·6	42·4	153·6	152·1	148·5	64.36	63.27	62.96
*Non-ferrous metal products	41·4	41·4	41·1	163·4	163·4	158·0	67.65	67.65	64.94
Aluminum products	41·1	40·8	41·2	146·3	146·9	147·6	60.13	59.94	60.81
Brass and copper products	42·0	41·6	41·5	153·5	153·5	148·0	64.47	63.86	61.42
Smelting and refining	41·3	41·6	41·0	176·3	176·8	170·8	72.81	73.55	70.03
*Electrical apparatus and supplies	40·3	40·4	40·4	150·8	149·6	149·5	60.77	60.44	60.40
Heavy electrical machinery and equipment	39·7	40·1	40·1	164·6	164·4	165·6	65.35	65.92	66.41
*Non-metallic mineral products	42·8	43·2	43·0	145·8	146·5	141·1	62.40	63.29	60.67
Clay products	42·9	44·7	43·9	136·4	137·4	132·7	58.52	61.42	58.26
Glass and glass products	42·6	42·3	43·4	145·1	145·3	139·4	61.81	61.46	60.50
Products of petroleum and coal	40·9	40·4	41·4	190·9	189·8	186·2	78.08	76.68	77.09
Chemical products	41·2	41·3	41·5	148·8	148·4	142·6	61.31	61.29	59.18
Medicinal and pharamceutical preparations	40·9	41·2	41·7	122·9	123·5	120·1	50.27	50.88	50.08
Acids, alkalis and salts	42·6	42·2	41·6	171·9	170·4	163·2	73.23	71.91	67.89
Miscellaneous manufacturing industries	41·4	41·6	41·1	118·4	117·7	115·7	49.02	48.96	47.55
*Durable goods	41·2	41·3	41·0	155·8	155·0	151·7	64.19	64.02	62.20
Non-durable goods	40·9	41·0	40·7	131·9	131·2	129·0	53.95	53.79	52.50
Construction	39·4	40·0	40·4	152·7	153·5	152·8	60.16	61.40	61.73
Buildings and structures	38·8	39·6	39·9	162·5	163·5	164·0	63.05	64.75	65.44
Highways, bridges and streets	40·9	40·7	41·6	130·2	129·8	121·8	53.25	52.83	50.67
Electric and motor transportation	45·0	45·0	45·4	142·4	142·2	139·0	64.08	63.99	63.11
Service	40·5	40·3	41·0	84·8	85·0	82·4	34.34	34.26	33.78
Hotels and restaurants	40·8	40·7	41·4	84·5	85·0	82·3	34.48	34.60	34.07
Laundries and dry cleaning plants	40·7	40·3	41·3	81·3	80·6	78·5	33.09	32.48	32.42

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings; Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
March 1, 1954	41·1	140·6	57.79	138·6	115·5	120·0
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955 (1)	41·2	143·5	59.12	141·7	116·0	122·2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 hours and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1949	23,539	24,035	47,574	113,489	41,359	154,848
June 1, 1950	25,038	16,375	41,413	184,335	70,062	254,397
June 1, 1951	48,353	17,701	66,054	101,384	49,677	151,061
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
June 1, 1954	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955(1)	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955(1)	21,675	18,451	40,126	205,630	76,273	281,903

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 29, 1955[1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from March 31, 1955	Change from April 30, 1954
Agriculture, Fishing, Trapping	**1,284**	**306**	**1,590**	**+ 380**	**− 338**
Forestry	**1,626**	**11**	**1,637**	**+ 1,329**	**+ 990**
Mining, Quarrying and Oil Wells	**903**	**54**	**957**	**+ 395**	**+ 267**
Metal Mining	402	13	415	+ 58	+ 154
Fuels	359	6	365	+ 264	+ 60
Non-Metal Mining	64	2	66	+ 31	+ 53
Quarrying, Clay and Sand Pits	12	1	13	+ 3	− 4
Prospecting	66	32	98	+ 39	+ 4
Manufacturing	**4,156**	**2,307**	**6,463**	**+ 1,583**	**+ 922**
Foods and Beverages	393	234	627	+ 345	− 62
Tobacco and Tobacco Products	11	5	16	− 5	+ 1
Rubber Products	31	25	56	+ 7	+ 7
Leather Products	59	88	147	+ 13	− 32
Textile Products (except clothing)	103	104	207	+ 42	− 5
Clothing (textile and fur)	98	998	1,096	+ 95	− 77
Wood Products	698	82	780	+ 537	+ 336
Paper Products	142	53	195	0	+ 3
Printing, Publishing and Allied Industries	171	148	319	+ 108	+ 38
Iron and Steel Products	612	125	737	+ 223	+ 184
Transportation Equipment	822	69	891	− 107	+ 248
Non-Ferrous Metal Products	144	78	222	+ 24	+ 73
Electrical Apparatus and Supplies	401	85	486	+ 68	+ 186
Non-Metallic Mineral Products	96	40	136	+ 45	+ 29
Products of Petroleum and Coal	60	17	77	+ 24	− 21
Chemical Products	254	85	339	+ 140	+ 56
Miscellaneous Manufacturing Industries	61	71	132	+ 24	− 42
Construction	**1,739**	**112**	**1,851**	**+ 663**	**− 575**
General Contractors	1,287	79	1,366	+ 486	− 613
Special Trade Contractors	452	33	485	+ 177	+ 38
Transportation, Storage and Communication	**855**	**346**	**1,201**	**+ 413**	**− 27**
Transportation	736	156	892	+ 357	+ 41
Storage	33	18	51	+ 4	+ 17
Communication	86	172	258	+ 52	− 85
Public Utility Operation	**141**	**67**	**208**	**+ 140**	**+ 106**
Trade	**2,202**	**2,546**	**4,748**	**+ 1,039**	**+ 50**
Wholesale	749	530	1,279	+ 195	+ 56
Retail	1,453	2,016	3,469	+ 844	− 6
Finance, Insurance and Real Estate	**614**	**789**	**1,403**	**+ 73**	**− 216**
Service	**3,477**	**8,253**	**11,730**	**+ 3,644**	**+ 239**
Community or Public Service	334	1,007	1,341	+ 244	− 72
Government Service	1,897	596	2,493	+ 1,281	+ 476
Recreation Service	110	181	291	+ 71	+ 26
Business Service	466	369	835	+ 187	+ 27
Personal Service	670	6,100	6,770	+ 1,861	− 218
GRAND TOTAL	**16,997**	**14,791**	**31,788**	**+ 9,659**	**+ 1,418**

[1] Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT APRIL 28, 1955[1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	2,453	528	2,981	5,452	1,354	6,806
Clerical workers	1,165	3,661	4,826	13,665	23,602	37,267
Sales workers	1,435	1,418	2,853	6,180	11,944	18,124
Personal and domestic service workers	1,084	7,159	8,243	35,237	18,845	54,082
Seamen	27	.....	27	2,542	6	2,548
Agriculture and fishing	1,491	38	1,529	3,481	686	4,167
Skilled and semiskilled workers	5,609	1,468	7,077	201,755	22,294	224,049
Food and kindred products (inc. tobacco)	45	69	114	2,014	868	2,882
Textiles, clothing, etc.	96	1,045	1,141	4,780	13,404	18,184
Lumber and wood products	1,757	3	1,760	40,494	197	40,691
Pulp, paper (inc. printing)	33	8	41	1,230	542	1,772
Leather and leather products	30	47	77	1,605	1,283	2,888
Stone, clay and glass products	10	3	13	627	65	692
Metalworking	447	23	470	17,353	1,407	18,760
Electrical	109	7	116	3,133	1,183	4,316
Transportation equipment	8	3	11	1,076	55	1,131
Mining	195	.....	195	2,259	1	2,260
Construction	817	1	818	52,575	6	52,581
Transportation (except seamen)	554	12	566	36,026	121	36,147
Communications and public utility	36	1	37	1,148	4	1,152
Trade and service	211	186	397	3,931	1,660	5,591
Other skilled and semiskilled	1,066	43	1,109	23,059	1,128	24,187
Foremen	112	7	119	4,745	340	5,085
Apprentices	83	10	93	5,700	30	5,730
Unskilled workers	2,244	383	2,627	126,309	19,870	146,179
Food and tobacco	62	35	97	5,093	5,647	10,740
Lumber and lumber products	343	8	351	21,461	371	21,832
Metalworking	143	32	175	6,295	625	6,920
Construction	765	2	767	63,768	47	63,815
Other unskilled workers	931	306	1,237	29,692	13,180	42,872
GRAND TOTAL	**15,508**	**14,655**	**30,163**	**394,621**	**98,601**	**493,222**

[1] Preliminary—subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT APRIL 28, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954	(1) April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954
Newfoundland	**330**	**242**	**187**	**18,884**	**19,922**	**19,638**
Corner Brook	20	20	3	3,764	3,827	4,154
Grand Falls	54	2	1	1,604	1,794	1,640
St. John's	256	220	183	13,516	14,301	13,844
Prince Edward Island	**280**	**144**	**301**	**2,583**	**4,244**	**2,523**
Charlottetown	245	118	257	1,178	2,629	1,359
Summerside	35	26	44	1,405	1,615	1,164
Nova Scotia	**1,515**	**1,410**	**1,245**	**20,797**	**26,207**	**20,491**
Amherst	26	17	10	991	1,131	799
Bridgewater	31	42	40	906	1,334	950
Halifax	1,116	1,059	967	4,435	4,927	4,478
Inverness	.....	.....	.....	759	1,066	955
Kentville	212	166	63	2,330	3,134	1,890
Liverpool	15	13	12	244	427	521
New Glasgow	30	39	36	3,466	4,142	2,167
Springhill	.....	1	11	540	626	723
Sydney	37	29	35	4,019	5,575	5,141
Truro	40	35	38	1,137	1,380	1,053
Yarmouth	8	9	33	1,970	2,465	1,814
New Brunswick	**1,040**	**864**	**1,591**	**26,139**	**31,949**	**26,514**
Bathurst	121	113	15	4,984	5,299	3,927
Campbellton	17	27	43	2,930	3,149	2,609
Edmundston	12	6	9	2,142	2,890	1,522
Fredericton	368	258	92	1,899	2,243	2,305
Minto	8	6	.....	540	728	1,015
Moncton	312	243	1,199	4,271	8,019	4,722
Newcastle	4	14	3	2,981	3,090	2,458
Saint John	178	171	191	2,705	2,742	4,324
St. Stephen	10	8	20	1,277	1,511	1,689
Sussex	7	12	8	562	620	480
Woodstock	3	6	11	1,848	1,658	1,463
Québec	**7,559**	**4,719**	**6,816**	**177,993**	**217,369**	**162,754**
Asbestos	77	16	40	802	889	650
Beauharnois	60	23	2	998	1,162	940
Buckingham	10	13	4	1,428	1,514	1,635
Causapscal	421	6	265	3,522	3,657	2,939
Chandler	4	.....	15	1,626	2,670	1,175
Chicoutimi	116	97	109	2,459	2,856	2,185
Dolbeau	10	3	24	2,597	2,532	2,172
Drummondville	66	34	31	1,553	2,485	2,228
Farnham	38	57	44	1,173	1,233	985
Forestville	1	.....	2	2,295	2,528	1,960
Gaspé	2	2	15	1,050	1,969	1,174
Granby	30	28	21	1,745	2,151	1,590
Hull	31	38	92	2,895	4,260	2,757
Joliette	145	77	50	2,736	4,001	2,828
Jonquière	63	86	91	2,299	2,772	2,334
Lachute	14	4	6	818	912	590
La Malbaie	10	3	11	2,288	2,861	1,677
La Tuque	194	34	20	547	1,008	984
Lévis	70	51	110	5,327	6,103	3,229
Louiseville	46	51	12	1,579	1,829	1,185
Maniwaki	10	4	5	1,739	1,932	1,461
Matane	5	5	5	4,287	4,692	2,901
Mégantic	15	7	6	1,477	1,597	1,313
Mont-Laurier	7	9	4	1,389	1,875	1,570
Montmagny	29	17	31	2,355	2,514	2,000
Montréal	3,253	2,545	3,296	54,279	64,874	50,896
New Richmond	313	19	237	2,340	2,469	1,497
Port Alfred	7	7	17	1,351	1,589	1,423
Québec	596	418	648	15,317	17,225	10,810
Rimouski	149	30	116	4,290	5,606	4,822
Rivière-du-Loup	293	25	60	5,055	7,451	4,972
Roberval	6	3	13	1,621	1,587	1,654
Rouyn	63	111	97	4,077	4,080	4,289
Ste-Agathe	10	14	27	1,027	1,514	1,121
Ste-Anne de Bellevue	88	32	29	1,291	1,516	646
Ste-Thérèse	69	42	92	1,286	1,911	1,440
St-Georges Est	69	34	281	3,487	3,871	3,168
St-Hyacinthe	38	42	107	1,991	2,365	1,830
St Jean	59	35	136	1,739	2,043	1,908
St-Jérôme	21	20	15	1,183	2,134	1,449
St Joseph d'Alma	27	30	33	2,565	2,859	2,687
Sept-Îles	22	25	18	1,433	1,597	1,413
Shawinigan Falls	48	66	14	3,612	5,566	3,851
Sherbrooke	160	121	192	4,004	5,659	4,142
Sorel	26	28	29	2,968	3,314	1,986
Thetford Mines	47	58	45	1,762	2,072	1,599
Trois-Rivières	513	185	188	4,381	6,924	4,072

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT APRIL 28, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954	[1] April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954
Quebec—Con.						
Val d'Or	99	88	25	2,588	2,543	2,643
Valleyfield	40	28	30	1,624	2,277	1,795
Victoriaville	69	48	56	1,738	2,321	2,179
Ontario	**10,767**	**8,261**	**9,764**	**138,983**	**181,789**	**135,044**
Arnprior	15	10	14	368	494	288
Barrie	192	91	183	1,189	1,689	1,096
Belleville	23	31	56	1,406	1,922	1,344
Bracebridge	214	180	395	916	1,662	1,214
Brampton	106	58	65	541	780	427
Brantford	72	45	100	2,168	2,847	2,216
Brockville	19	15	38	424	662	306
Carleton Place	2	.....	3	276	417	433
Chatham	39	67	55	2,031	2,757	1,852
Cobourg	8	8	16	508	716	293
Collingwood	28	16	20	550	943	588
Cornwall	73	59	79	2,201	3,084	1,907
Fort Erie	6	5	22	474	709	393
Fort Frances	10	12	72	491	790	460
Fort William	141	149	65	2,269	3,400	3,194
Galt	58	49	66	1,064	1,249	1,127
Gananoque	6	10	20	211	360	232
Goderich	40	68	42	461	658	373
Guelph	133	58	112	1,577	1,772	1,481
Hamilton	622	549	408	10,382	12,676	11,688
Hawkesbury	28	10	29	1,045	1,243	758
Ingersoll	22	17	44	527	634	617
Kapuskasing	50	23	22	1,893	1,538	1,944
Kenora	86	21	19	806	1,133	497
Kingston	198	110	213	1,041	1,475	1,309
Kirkland Lake	47	19	31	1,049	1,463	1,432
Kitchener	98	51	144	2,446	2,884	1,994
Leamington	23	4	31	858	815	717
Lindsay	202	268	50	638	1,117	661
Listowel	19	21	50	394	539	305
London	645	451	580	3,676	4,528	4,006
Midland	22	15	8	802	1,469	836
Napanee	10	4	3	463	875	434
New Toronto	157	103	145	2,113	3,157	1,513
Niagara Falls	63	55	76	2,283	2,891	1,657
North Bay	100	48	85	1,419	2,281	1,821
Oakville	113	109	42	336	621	455
Orillia	33	26	33	658	1,055	707
Oshawa	124	71	101	2,355	3,247	3,036
Ottawa	1,431	898	1,168	4,850	5,885	3,927
Owen Sound	48	38	75	1,648	2,359	1,251
Parry Sound	23	16	21	451	648	376
Pembroke	189	106	142	1,856	2,173	1,749
Perth	47	34	35	572	737	536
Peterborough	53	43	179	2,789	3,582	2,265
Picton	5	3	17	369	624	374
Port Arthur	251	125	120	5,021	5,800	5,261
Port Colborne	4	10	18	733	984	675
Prescott	9	10	19	713	1,034	661
Renfrew	19	14	12	683	871	665
St. Catharines	88	86	90	2,554	3,777	3,027
St. Thomas	67	34	83	965	1,160	1,025
Sarnia	48	59	30	2,087	2,825	1,550
Sault Ste. Marie	234	92	161	1,821	3,038	4,125
Simcoe	49	25	91	1,020	1,139	971
Sioux Lookout	11	6	3	268	352	345
Smiths Falls	14	15	17	292	466	310
Stratford	33	30	52	761	1,035	860
Sturgeon Falls	.....	.....	2	1,557	1,675	1,454
Sudbury	274	354	182	4,081	5,082	4,166
Timmins	37	31	79	2,296	4,046	2,384
Toronto	3,191	2,682	3,167	36,704	45,274	29,099
Trenton	34	30	49	915	1,098	942
Walkerton	57	45	31	468	784	544
Wallaceburg	14	7	8	650	652	620
Welland	16	15	6	1,860	2,498	2,838
Weston	334	326	186	1,438	1,785	848
Windsor	286	176	138	4,651	7,086	5,767
Woodstock	54	45	46	601	768	816
Manitoba	**2,040**	**1,358**	**2,735**	**22,322**	**29,206**	**20,375**
Brandon	245	165	299	1,979	2,539	1,612
Dauphin	62	12	68	974	1,534	976
Flin Flon	25	21	36	264	266	247
Portage la Prairie	71	48	72	1,056	1,296	714
The Pas	5	12	17	131	197	113
Winnipeg	1,632	1,100	2,243	17,918	23,374	16,713

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT APRIL 28, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954	[1] April 28, 1955	Previous Month March 31, 1955	Previous Year April 29, 1954
Saskatchewan	**1,600**	**950**	**2,330**	**13,936**	**20,944**	**10,146**
Estevan	68	42	48	232	394	230
Moose Jaw	182	140	177	1,101	1,881	1,002
North Battleford	39	51	95	1,148	1,878	977
Prince Albert	32	25	76	2,294	2,532	1,654
Regina	707	291	861	2,799	5,035	1,780
Saskatoon	289	214	740	3,002	4,824	2,384
Swift Current	89	58	133	696	1,122	453
Weyburn	62	70	88	330	512	253
Yorkton	132	59	112	2,334	2,766	1,413
Alberta	**2,438**	**2,121**	**2,940**	**25,186**	**32,559**	**22,866**
Blairmore	15	7	11	388	542	736
Calgary	896	819	1,288	7,079	8,512	6,772
Drumheller	30	9	14	667	786	575
Edmonton	989	850	939	11,115	15,580	9,974
Edson	74	67	120	461	392	599
Lethbridge	245	205	340	2,534	3,569	2,052
Medicine Hat	100	92	78	1,194	1,554	836
Red Deer	66	55	93	1,706	1,559	1,257
Yellowknife	23	17	57	42	65	65
British Columbia	**2,594**	**2,048**	**2,368**	**46,399**	**55,855**	**45,340**
Chilliwack	72	36	127	982	1,844	973
Courtenay	20	33	16	904	1,204	644
Cranbrook	23	11	6	1,304	1,120	1,085
Dawson Creek	36	31	21	699	530	613
Duncan	55	43	44	450	907	329
Kamloops	86	75	73	920	1,066	1,073
Kelowna	25	16	13	757	1,254	778
Mission City	63	71	71	1,060	1,447	881
Nanaimo	22	23	52	776	1,708	1,076
Nelson	9	17	10	1,236	1,493	1,179
New Westminster	153	138	153	5,002	5,856	4,502
Penticton	21	7	14	1,180	1,514	976
Port Alberni	23	19	18	301	425	271
Prince George	91	87	36	2,485	1,052	2,428
Prince Rupert	99	20	40	947	1,219	949
Princeton	4	2	7	282	395	272
Trail	29	18	24	928	1,108	1,409
Vancouver	1,205	1,102	1,189	21,143	25,894	21,315
Vernon	26	20	26	1,574	1,791	1,093
Victoria	281	200	247	2,913	3,466	2,964
Whitehorse	251	79	181	556	562	530
Canada	**30,163**	**22,117**	**30,277**	**493,222**	**620,044**	**465,691**
Males	15,508	10,611	14,942	394,621	505,472	378,873
Females	14,655	11,506	15,335	98,601	114,572	86,818

[1] Preliminary subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (4 Months)	220,221	134,062	86,159	18,757	61,144	71,317	43,744	25,259
1955 (4 Months)	203,162	127,484	75,678	16,898	50,170	72,164	39,574	24,356

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of April, 1955		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland	11·7	2,480	262,704 (741)	909,178
Prince Edward Island	2·8	276	44,112 (215)	131,543
Nova Scotia	15·7	3,824	333,841 (4,879)	1,075,577
New Brunswick	17·8	5,533	383,642 (3,165)	1,233,234
Quebec	127·9	38,557	2,837,384 (35,040)	8,947,002
Ontario	97·9	32,996	2,259,703 (32,007)	7,122,752
Manitoba	15·1	3,977	342,850 (5,227)	1,063,746
Saskatchewan	11·1	2,158	254,067 (2,367)	810,858
Alberta	21·0	6,113	406,799 (4,643)	1,335,262
British Columbia	27·4	7,196	610,166 (8,973)	1,968,924
Total, Canada, April, 1955	348·4	103,110	7,735,268 (97,257)	24,598,076
Total, Canada, March, 1955	377·0	154,738	10,621,770 (118,903)	33,952,877
Total, Canada, April, 1954†	375·3	108,692	7,997,163 (88,402)	25,381,926

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being out on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT APRIL 29, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE (DISABILITY CASES *INCLUDED)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									April 30, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Nfld.	11,079	1,429	1,018	1,008	1,620	2,210	2,277	879	638	13,064
Male	10,732	1,362	994	968	1,561	2,159	2,221	864	603	12,729
Female	347	67	24	40	59	51	56	15	35	335
P.E.I.	1,461	128	92	125	257	270	296	142	151	1,433
Male	1,240	104	75	102	220	234	254	128	123	1,205
Female	221	24	17	23	37	36	42	14	28	228
N.S.	12,971	2,158	912	1,261	2,050	1,826	2,066	985	1,713	14,430
Male	11,393	1,858	802	1,127	1,818	1,587	1,830	871	1,500	12,913
Female	1,578	300	110	134	232	239	236	114	213	1,517
N.B.	16,550	2,604	1,797	2,066	3,202	2,642	2,146	1,041	1,052	18,651
Male	15,095	2,383	1,681	1,935	2,972	2,434	1,902	937	851	16,892
Female	1,455	221	116	131	230	208	244	104	201	1,759
Que.	119,092	14,835	8,446	12,909	25,484	21,229	15,250	8,111	12,768	120,526
Male	100,267	11,395	7,083	11,009	22,501	18,976	13,003	6,769	9,531	100,937
Female	18,825	3,500	1,363	1,900	2,983	2,253	2,247	1,342	3,237	19,589
Ont.	88,393	14,215	6,143	9,501	15,439	11,567	11,669	6,800	13,059	99,275
Male	66,797	10,251	4,615	7,070	11,932	8,838	9,065	5,420	9,606	77,840
Female	21,596	3,964	1,528	2,431	3,507	2,729	2,604	1,380	3,453	21,435
Man.	13,308	2,175	885	1,250	1,953	1,706	1,944	1,174	2,221	15,450
Male	9,740	1,425	705	931	1,386	1,200	1,475	959	1,659	11,648
Female	3,568	750	180	319	567	506	469	215	562	3,802
Sask.	8,925	960	599	774	1,254	1,365	1,643	1,224	1,106	7,173
Male	7,139	740	493	615	934	1,079	1,330	1,071	877	5,974
Female	1,786	220	106	159	320	286	313	153	229	1,199
Alta.	18,239	3,518	1,830	2,000	2,792	2,453	2,571	1,587	1,488	17,269
Male	15,972	3,168	1,667	1,758	2,432	2,103	2,207	1,381	1,256	15,037
Female	2,267	350	163	242	360	350	364	206	232	2,232
B.C.	28,445	5,335	2,717	3,338	4,195	3,426	3,329	2,126	3,979	31,103
Male	22,166	4,382	2,361	2,621	3,135	2,615	2,328	1,626	3,008	25,220
Female	6,279	953	356	717	1,060	811	1,001	500	881	5,883
Canada	318,463	47,417	24,439	34,232	58,246	48,694	43,191	24,069	38,175	338,374
Male	260,541	37,068	20,476	28,136	48,891	41,225	35,615	20,026	29,104	280,395
Female	57,922	10,349	3,963	6,096	9,355	7,469	7,576	4,043	9,071	57,979

* Disability cases: April 29, 1955: 3,354 (2,466 males 888 females).
April 30, 1954: 3,261 (2,387 males 874 females).

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims, including claims pending from previous months (Regular Benefit Only)			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,793	4,894	899	6,426	2,568	3,858	1,612
Prince Edward Island	606	500	106	649	297	352	90
Nova Scotia	6,875	4,571	2,304	7,362	5,015	2,347	1,381
New Brunswick	9,168	6,873	2,295	9,519	5,817	3,702	1,973
Quebec	52,759	38,206	14,553	61,781	41,854	19,927	11,378
Ontario	44,462	28,930	15,532	51,007	37,133	13,874	9,024
Manitoba	5,858	4,187	1,671	6,742	4,366	2,376	697
Saskatchewan	3,520	2,761	759	4,167	2,270	1,897	691
Alberta	10,349	7,259	3,090	10,742	7,602	3,140	2,531
British Columbia	14,870	9,299	5,571	15,216	10,677	4,539	2,892
Total Canada, April, 1955	154,260*	107,480†	46,780	173,611‡	117,599	56,012	32,269
Total Canada, March, 1955	243,544	181,361	62,183	252,705	156,417	96,288	51,620
Total Canada, April, 1954	158,411	108,894	49,517	177,588	119,633	57,955	41,923

* In addition, revised claims received numbered 25,278.
† Initial claims considered for supplementary benefit, Table E-5, are included here.
‡ In addition, 25,845 revised claims were disposed of. Of these, 2,155 were special requests not granted, and 972 were appeals by claimants. There were 3,576 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—March	3,342,000	2,829,400	512,600†
April	3,317,000	2,805,300	511,700†
May	3,161,000	2,822,600	338,400
June	3,150,000	2,902,200	247,800
July	3,180,000	2,980,500	199,500
August	3,190,000	3,001,100	188,900
September	3,206,000	3,014,700	191,300
October	3,219,000	3,031,300	187,700
November	3,216,000	3,006,900	209,100
December	3,275,000	3,000,500	274,500
1955—January	3,356,000	2,924,200	431,800†
February	3,372,000	2,828,600	543,400†
March	Not available		

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, APRIL, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only*			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit				
Newfoundland	3,457	2,878	579	2,905	138,218	(127)	465,594
Prince Edward Island	302	272	30	380	32,361	(84)	92,530
Nova Scotia	1,657	1,403	254	1,934	151,325	(766)	462,913
New Brunswick	2,875	2,426	449	3,634	221,642	(909)	673,717
Quebec	14,701	11,715	2,986	17,171	1,057,199	(6,682)	3,183,657
Ontario	8,799	6,787	2,012	10,891	747,234	(7,062)	2,244,149
Manitoba	1,659	1,396	263	2,387	154,490	(1,366)	465,145
Saskatchewan	1,486	1,282	204	1,846	120,868	(548)	374,235
Alberta	2,107	1,608	499	2,334	139,931	(1,055)	443,615
British Columbia	2,501	2,018	483	2,667	249,344	(2,498)	771,435
Total, April, 1955	39,544†	31,785	7,759	46,149‡	3,012,612	(21,097)	9,176,990
Total, April, 1954	42,577†	34,176	8,401	40,660‡	2,022,169	(10,871)	4,455,051

* Data apply to period ending April 15.
† There were, in addition, 1,658 renewal claims in April, 1955, and 1,134 in April, 1954.
‡ Includes 3,375 renewal claims in April, 1955, and 1,959 in April, 1954.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117 5
July	116 2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1st, 1954	April 1st, 1955	May 2nd, 1955					
(1) St. John's, Nfld.	102·2	103·5	105·0	106·1	108·6	101·1	100·5	106·5
Halifax	113·6	114·6	115·4	108·8	123·6	114·6	118·9	119·3
Saint John	115·8	117·6	118·1	113·7	125·1	116·2	116·4	124·1
Montreal	116·3	116·7	117·0	114·8	134·8	107·1	115·2	117·3
Ottawa	115·5	116·9	117·3	111·2	132·7	111·1	117·2	120·1
Toronto	117·7	118·4	118·9	111·1	145·9	109·9	114·7	119·4
Winnipeg	114·8	115·3	115·6	110·9	126·0	112·6	113·5	118·1
Saskatoon—Regina	113·5	113·9	114·4	109·5	117·4	114·9	117·8	114·8
Edmonton—Calgary	114·4	114·2	114·2	108·5	121·1	112·5	115·7	118·1
Vancouver	116·9	117·2	117·2	109·5	126·6	112·2	125·8	120·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
Cumulative totals	52		17,032		318,633	0·08
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
Cumulative totals	78		16,320		280,840	0·07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to May 1955					
MANUFACTURING					
Textiles, Clothing, etc.—					
Knitted goods factory workers, St. Hyacinthe, Que.	1	[3] 417	9,000	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	62	1,360	Apr. 20	For greater increase in wages than recommended by arbitration board; unconcluded.
Metal Products—					
Auto parts foundry workers, Sarnia, Ont.	1	260	6,500	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; unconcluded.
Wire products factory workers, Watford, Ont.	1	83	1,740	Apr. 12	For implementation of award of conciliation board for increased wages, check-off and two weeks' vacations with pay after five years in new agreement under negotiations; unconcluded.
Electrical apparatus pattern makers, Hamilton, Ont.	1	20	420	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; unconcluded.
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	69	1,445	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Metal frame erectors, Windsor, Ont.	1	.....	.....	Mar. 7	Jurisdictional dispute over erection of frame-work for conveyor belt; later information indicates concluded March 11; return of workers pending reference to International Headquarters; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—					
Water Transport—					
Barge seamen, Quebec, Que.	5	40	200	Apr. 18	For a union agreement providing for increased wages retroactive to June 24-54, following reference to conciliation board; concluded May 6; negotiations; compromise.
Miscellaneous—					
Radio station, employees Quebec, Que.	1	12	70	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; concluded May 7; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During May 1955					
MANUFACTURING—					
Miscellaneous Wood Products—					
Sawmill workers, Field, Ont.	1	60	45	May 6	Protesting transfer of union president to another job; concluded May 6; return of workers; in favour of employer.
Lumber mill workers, Saint John, N.B.	2	63	200	May 26	For new agreements providing for increased wages and fringe benefits, following reference to conciliation board; unconcluded.
Metal Products—					
Spark plug factory workers, Windsor, Ont.	1	227	450	May 12	Cause not given; concluded May 13; return of workers; in favour of employer.
Aircraft and trolley coach factory workers, Fort William, Ont.	1	1,429	15,500	May 16	Protesting retirement clause in pension plan and for increased wages in new agreement under negotiations, following reference to conciliation board; concluded May 27; conciliation; compromise.
Miscellaneous—					
Mattress and furniture factory workers, Vancouver, B.C.	1	180	2,700	May 10	Protesting dismissal of union steward for cause; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Building trades workers, Calgary, Alta.	1	50	25	May 11	Refusal to work with non-union carpet layers; concluded May 11; negotiations; in favour of workers.
TRADE—					
Meat market workers, Toronto, Ont.	38	75	225	May 4	For new agreements providing for reduced hours from 48 to 45 per week with same take-home pay, extension of vacation plan, etc., following reference to conciliation board; concluded May 6; conciliation; in favour of workers.
SERVICE—					
Public Administration—					
Garbage collectors, carpenters and labourers, Kingston, Ont.	1	110	330	May 25	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and check-off; concluded May 27; negotiations; in favour of workers.
Business and Personal—					
Canteen food suppliers, Windsor, Ont.	2	43	340	May 19	Inter-union dispute as to bargaining agency; concluded May 31; negotiations; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 252 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2
Struck by	2	27	.....	11	12	9	.....	8	1	.....	2	.....	72
(a) Tools, machinery, cranes, etc.	.....	2	.....	2	1	2	.....	1	.....	.....	.....	.....	8
(b) Moving vehicles	.....	.....	.....	1	2	2	.....	5	.....	.....	1	.....	11
(c) Other objects	2	25	.....	8	9	5	.....	2	1	.....	1	.....	53
Caught In, On or Between Machinery, Vehicles, etc.	1	2	.....	4	6	1	.....	3	1	.....	.....	.....	18
Collisions, Derailments, Wrecks, etc.	2	11	1	2	14	.....	1	16	3	.....	4	.....	54
Falls and Slips	3	3	1	1	7	10	1	9	1	.....	4	.....	40
(a) Falls on same level	1	1	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	4
(b) Falls to different levels	2	2	1	1	7	10	1	9	1	.....	2	.....	36
Conflagrations, Temperatures Extremes and Explosions	.....	.....	.....	2	11	2	.....	1	.....	.....	1	.....	17
Inhalation, Absorptions, Asphyxiation, etc.	.....	.....	.....	7	6	1	.....	1	.....	.....	1	.....	16
Electric Current	.....	.....	.....	.....	.....	1	3	.....	.....	.....	.....	.....	4
Over-exertion and Industrial Diseases	1	1	.....	4	3	2	.....	3	2	.....	4	.....	20
Miscellaneous Accidents	.....	.....	1	.....	.....	.....	1	.....	.....	1	3	.....	6
Total, First Quarter—1955	9	44	3	31	60	27	6	41	8	1	19	.....	249
Total, First Quarter—1954	9	34	6	47	48	37	3	42	16	3	13	.....	258

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	.....	.....	1	3	1	1	1	2	.....	9
Logging	1	.....	4	2	8	9	.....	.....	3	17	.....	44
Fishing and Trapping	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	3
Mining and Quarrying	.....	.....	3	1	3	6	.....	1	8	9	.....	31
Manufacturing	1	1	3	3	11	31	.....	.....	7	3	.....	60
Construction	2	.....	.....	1	7	8	1	.....	3	5	.....	27
Electricity, Gas, Water Production and Supply	.....	.....	.....	1	.....	3	.....	1	1	.....	.....	6
Transportation, Storage and Communications	2	.....	2	4	5	11	10	2	1	4	.....	41
Trade	1	.....	.....	1	2	1	.....	1	2	.....	.....	8
Finance	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Service	.....	.....	.....	1	5	9	.....	.....	1	3	.....	19
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	7	1	12	14	42	84	12	6	27	44	.....	249

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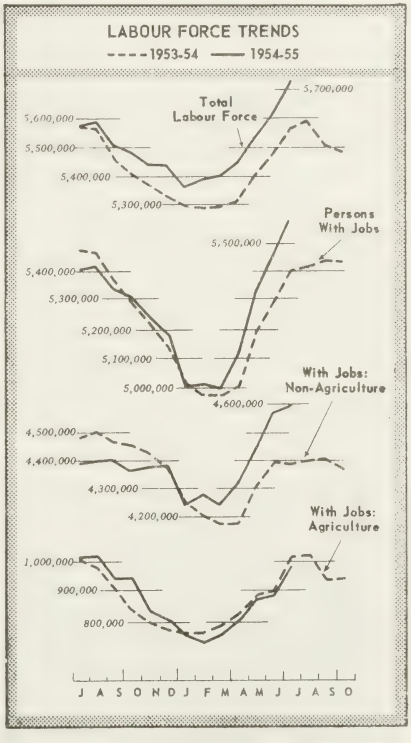
AUGUST 15, 1955

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

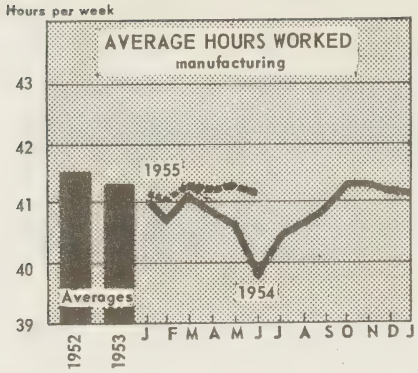
Current Manpower Situation

ECONOMIC activity increased in most sections of the country during July, when the number of job-holders increased by more than 100,000 for the fourth consecutive month, over-all employment set a new record and labour requirements and available supply were in better balance than at any time during the past four years. The gain in employment for which the construction, agricultural, automotive and basic materials industries continued to be mainly responsible was, however, only slightly greater than the additional number of persons joining the labour force, so that the level of unemployment changed very little.



The upward trend of employment continued during July. On the basis of the monthly Labour Force Survey, it was estimated that in the week ended July 23 the number of persons with jobs had increased by 130,000 from a month earlier and 589,000 from the slack employment period in early spring. Over-all employment at July 23 was at a new record of 5,588,000. This was 183,000 higher than a year earlier and 103,000 above the previous peak in July 1953.

A Monthly *Labour Gazette* Feature



Most of the gain during July took place in agriculture. While the construction industry continued to account for much of the increase in non-farm employment, important gains also occurred in other industry groups.

Some of the employment increase this spring is a result of the regular pattern of seasonal change in Canada. The construction industry, for example, regularly hires more than 75,000 workers during the second quarter of each year; relatively large seasonal hirings also take place at this time of year in forestry, the transportation trades and a number of manufacturing industries. It is clear, however, that the employment gains in the second quarter of this year have been greater than usual. In the past four months employment rose by an average of 147,000 per month, compared with a monthly average increase of 109,000 last year and 102,000 in 1953. Data for earlier years suggest that the seasonal upturn during the same period rarely exceeded 100,000 per month.

The rising level of job opportunities brought about a substantial increase in the number of persons actively in the labour market. The labour force rose to a record 5,738,000 in July, a year-to-year increase of 161,000. Many of the additional workers were students, housewives and others who regularly work for short periods in the summer months.

Since the increase in the labour force was almost as great as the increase in jobs, there was little change in the number without jobs and seeking work, which was estimated at 150,000 in July, a decline of only some 7,000 during the month. The per cent of job seekers to the labour force was 2.6 in July this year, compared with 3.1 a year earlier and 1.6 in July 1953.

Unemployed workers were more evenly distributed than at the corresponding period in the past few years. Summer manpower requirements brought the supply of labour in balance with the demand in all but 15 of the 109 labour market areas. One area had an over-all shortage of labour brought on by concurrent demands from construction and agriculture. Most of the local concentrations of unemployment were centered in the more industrialized areas in the Quebec and Atlantic provinces.

In the construction industry, the review of investment intentions released recently by the Dominion Bureau of Statistics showed an 8-per-cent increase over 1954 in the value of construction and available data on the actual progress of construction work suggest that this figure may even be exceeded. The number of housing units started in the first six months of this year was 25 per cent greater than in the same period last year and the value of contracts awarded shows an increase of more than one-third in all types construction. The gains in employment have been more moderate. Statistics for the first of June, covering firms with 15 or

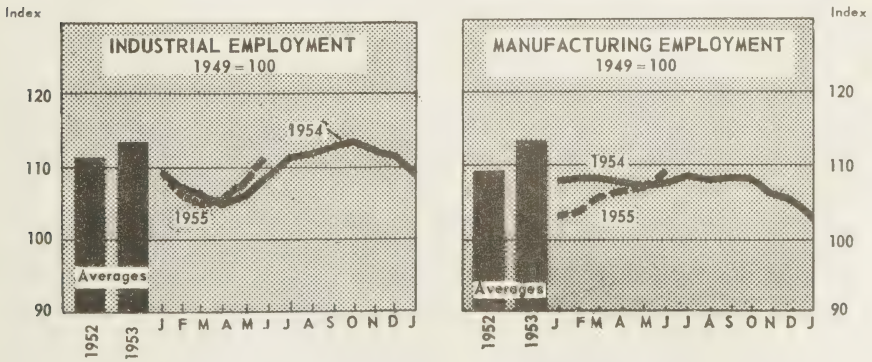
more employees, show a more-than-seasonal gain for the month and a year-to-year increase of 3.5 per cent. Information from various other sources suggests that this upward trend has continued in more recent months.

In most other industries, employment continued to rise by greater-than-seasonal amounts. Notable gains were reported in the transportation industries, which have now rehired many of the workers released last year. Manufacturing employment exceeded the year-earlier figure for the first time in 20 months, while employment in the trade, finance and service industries continued to follow the rising trend of population.

Manufacturing employment followed the strong upward trend established during the first quarter of this year. As before, however, there were marked differences among the individual industries making up the total. At June 1, employment in the group consisting of heavy industrial plants such as those producing industrial machinery, railway rolling stock, farm implements, and shipbuilding and plants more directly associated with defence needs, such as the aircraft industry, was about 7 per cent lower than last year and still further below the 1953 peak. There is evidence that the employment decline in this group has come to a halt but, with the exception of the railway rolling stock industry, there appears to be little prospect of any immediate recovery.

In most plants producing consumers' finished goods, the employment trend was rising slowly. Employment in the motor vehicle industry reached a level more than 15 per cent higher than a year earlier before firms began releasing workers in preparation for model changes. In all other industries in this group, employment was slightly higher than last year. The continued strength of consumer expenditures indicates a continuation of this trend.

Widespread gains were reported in the industries producing basic materials. Largely as a result of buoyant activity in the automobile and construction industries, employment in the primary iron and steel industries rose by a further 4 per cent during May to a level 11 per cent above that of a year earlier. Other industries in this group have responded to continuing gains in export trade. In wood products, employment at June 1 was 6 per cent higher than a year earlier, in non-ferrous metal products 8 per cent higher and in paper products 2 per cent higher. The current



high level of economic activity in the United States, the United Kingdom and other European countries points to further increases in export trade with corresponding employment gains in these industries.

Activities of the National Employment Service

The increasing strength of labour requirements this year has been reflected in the operations of the National Employment Service. More than 500,000 job vacancies were received from employers in the first half of this year and almost 600,000 applicants were referred to these positions; both of these totals were substantially greater than for the same period last year. At the end of the third week in July, 35,500 vacancies were still on file, an increase of about 11,000 from the corresponding date in 1954.

Applications for employment on file at July 21, 1955, numbered 211,000, a 20-per-cent drop from a year earlier. Almost all this decline was concentrated in applications from male workers. Applications from carpenters and unskilled construction workers showed the largest reduction during the year, accounting for one-sixth of the total. In most lumber and metal working operations, applications were fewer than a year earlier with notable declines in the number of machinists, welders and structural steel workers and unskilled lumber workers. There were also significantly fewer applications this year from primary textile workers but little change occurred in the number of secondary textile workers seeking work through the NES.

Job openings listed with the NES offices were widely distributed; slightly more than half were for male workers. Among male professional personnel, two-fifths of the vacancies were for engineers, more than 70 per cent of the jobs being in Ontario and Quebec. Openings for loggers and bushmen totalled 2,800, an increase of almost 2,000 from last year; of these vacancies, 2,300 came from employers in Quebec. Large numbers of job vacancies were registered in all regions for farm and construction workers.

The demand for typists and stenographers, which slackened only slightly last year, has shown renewed strength in recent months. In virtually all of the larger centres openings for female workers with these qualifications were numerous.

A greater proportion of the civilian population is in the labour force in the United States than in Canada. In June 1955, an estimated 58.3 per cent of the U.S. civilian population was either working or looking for work. The comparable figure for Canada was 53.4 per cent. The difference is concentrated primarily amongst women. In June, 34.8 per cent of all women in the civilian population was in the labour force in the U.S., compared with 24.2 per cent in Canada. For men the labour force participation rates in the two countries were almost identical.

Labour-Management Relations

SETTLEMENTS providing substantial wage increases were reached during the past month in the primary steel industry. Other significant settlements were bargained in the aircraft, non-ferrous metal mining and smelting and shipbuilding industries. Wage increases and improved fringe benefits were included in practically all major contracts recently reported. Bargaining was still in progress in sections of the automobile, agricultural implement, construction, textiles and other industries.

A wage guarantee plan similar to the one recently adopted by the automobile industry in the United States has been introduced into new agreements covering about 1,000 workers in the can manufacturing industry in Canada. The United Automobile Workers (CIO-CCL) have also included a demand for a guaranteed wage in their current contract negotiations in the automobile and agricultural implement industries.

Current Settlements and Negotiations

Metal Products – A wage guarantee plan was included in new master agreements reached between the United Steelworkers of America and the American Can Company and the Continental Can Company of Canada, Limited. The plan is a modification of the "guaranteed annual wage" and will apply to some 1,000 plant employees in Canada.

Reports available on the plan indicate that it provides generally the same guarantee as the plan adopted in the automobile industry in the United States (L.G. July, p. 811), except that the benefit period would extend to a maximum of 52 weeks, compared with 26 weeks under the automobile plan.

The agreements also provide for a general wage increase of 10 cents per hour, other wage adjustments and improved pensions.

Primary Steel – By mid-August, settlements had been reached between the United Steelworkers of America (CIO-CCL) and two of the three major steel producers, the Steel Co. of Canada, Limited, at Hamilton and the Algoma Steel Corporation, Limited, at Sault Ste. Marie, Ont. The union's contract with the third major steel producer, Dominion Iron and Steel Limited, at Sydney, N.S., runs until next year.

In Hamilton, basic rates were increased by 7 cents plus a further ½ cent between each job class, while at Sault Ste. Marie, base rates were increased by 5 cents and job differentials by an additional 1 cent. Both agreements increased the rate of remuneration for work on statutory holidays from double time to double time and one-half; the shift differentials were increased by 1 cent per hour. Seniority and other items were also changed in both contracts.

Aircraft – A two-year master contract was reported between the International Association of Machinists (AFL-TLC) and Avro Aircraft Limited and Orenda Engines, Limited, at Malton, Ont. The new agreement, covering 10,000 aircraft workers, provides a wage increase of 3 cents per hour retroactive to last April, the incorporation into wage rates of a 1-cent-an-hour cost-of-living bonus, and a further wage increase of 5 cents per hour effective in July of next year. Under the

terms of the agreement, the employer will increase his share from one-half to the full cost of the present health insurance plan and introduce an improved plan next year. One of the major issues in the negotiations is reported to have been settled through a compromise. The management had originally requested two separate contracts, one for each of the two divisions, while the union was seeking to maintain only one contract as formerly. The settlement calls for a master contract, some sections of which are to be administered separately by each unit.

At the time of writing, a strike was still in progress at DeHavilland Aircraft of Canada, Limited, Downsview, Ont. Wage increases, union security and other benefits were the main demands of the United Automobile Workers of America (CIO-CCL) in the contract negotiations which preceded the work stoppage.

Metal Mining and Smelting – Some 15,000 workers at Sudbury and Port Colborne, Ont., are affected by a new agreement between the International Nickel Company of Canada, Limited, and the International Union of Mine, Mill and Smelter Workers (indep.). Under the terms of the one-year contract, a wage increase of 5 per cent – from 8¼ to 11 cents per hour – is provided. Under the new agreement, employees may now voluntarily retire with pension at age 60 instead of 65. Other benefits provided include a second week of paid vacation after two years instead of after three years of service, double time and one-half instead of double time for work done on statutory holidays and increased company payment under the health insurance plan.

No progress has been reported in the current negotiations between the United Steelworkers of America (CIO-CCL) and Noranda Mines, Limited, Noranda, Que., and at several gold mines in northern Ontario.

Automobiles – Conciliation board hearings were held in August in the contract negotiations between General Motors of Canada, Limited, and the United Automobile Workers of America (CIO-CCL). The union is seeking several contract changes, including a wage increase and a wage guarantee plan such as the company recently granted its employees in the United States.

Shipbuilding – Syndicates affiliated with the National Metal Trades Federation (CCCL) have reached agreement with the management of two Quebec shipyards, following protracted negotiations, and have rejected a conciliation board award at a third shipyard.

At Sorel, Que., a new agreement was reached covering some 2,000 employees of Marine Industries, Limited. The agreement provides for a reduction of the work week from 45 to 42½ hours with no reduction in pay, plus a further 3-cent-per-hour wage increase, one additional statutory holiday, three weeks of paid vacation after 15 years of service and other benefits.

Two other contracts cover shipyard workers at Davie Shipbuilding Limited and Geo. T. Davie and Sons, Limited, at Lauzon, Que. A wage increase of 9 cents per hour – 2 cents retroactive to March 1, 1954 – was accompanied by a reduction in hours from 48 to 45 per week in both contracts. Under the terms of settlement, the 1,500 employees covered by the agreements also receive one additional paid holiday, three weeks' vacation with pay after 15 years of service and other benefits.

The union turned down several recommendations made by a conciliation board in their contract negotiations with Canadian Vickers, Limited, at Montreal. Included in the union's demands were a wage increase of 8 cents per hour and a reduction of weekly hours from 45 to 42½ without loss of pay. At the time of writing, the union was requesting further negotiations with management.

Agricultural Implements – Negotiations were in progress between the United Automobile Workers of America (CIO-CCL) and Massey-Harris-Ferguson Limited at Brantford and Toronto. The union was reported to be seeking a guaranteed wage plan, a general wage increase and health and welfare benefits.

Construction – In Montreal, a conciliation board has unanimously recommended a wage increase of 10 cents per hour for journeymen in several building trades and 5 cents per hour for labourers. Further negotiations were scheduled to be held in August between the parties, the Montreal Builders' Exchange and a group of CCCL and AFL-TLC unions. The unions' demands included a 20-cent wage increase, double time for Saturday morning work and a vacation allowance of 4 instead of 2 per cent.

Work Stoppages

Preliminary figures for the month of July 1955 indicate an increase in the number of workers involved in and the working time lost through work stoppages, compared with the preceding month and the same month a year ago. Totals for the three periods are as follows:

Period	Number of Work Stoppages in Existence	Number of Workers Involved	Time Lost in Man-Days
July, 1955	32	10,913	96,335
June, 1955	29	5,664	47,355
July, 1954	30	6,658	54,146

Wage Rate Indexes

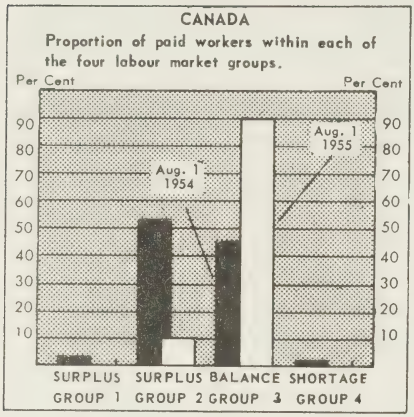
The accompanying table shows index numbers of wage rates in Canada for October 1953 and 1954 and for April 1955. The indexes for 1953 and 1954 are final figures derived from the Department of Labour's annual survey of wage rates covering the last normal pay period preceding October 1. The April 1955 indexes are estimates based on a sample survey of changes in wage rates between October 1, 1954 and March 31, 1955. The table reveals that the general average increased by 3.2 per cent between October 1953 and October 1954 and by 0.6 per cent between October 1954 and April 1955.

Wage Rate Indexes in Main Industrial Groups (1949=100)

Industry	October 1953	October 1954	April 1955
Logging	135.5	138.0	138.6
Mining	129.7	132.6	132.8
Manufacturing	134.6	138.5	139.5
Construction	136.2	140.0	140.1
Transportation, Storage and Communication	136.9	140.6	141.6
Electric Light and Power	145.5	149.7	152.0
Trade	132.2	137.8	138.5
Personal Service	123.3	128.6	129.1
General Average	**133.6**	**137.9**	**138.7**[1]

[1]Revised estimate.

Manpower Situation in Local Areas



GRADUAL increase in employment during July particularly in agriculture and other outdoor activities, reduced unemployment sufficiently in 20 of the 109 areas surveyed to result in their reclassification from the moderate surplus to the balanced labour market category. One minor area in the Prairie region moved into the labour shortage category as demand for construction and farm workers increased. By August 1, 94 areas representing 90 per cent of the total wage earners were in balance, compared with 55 areas representing 45 per cent of wage earners a year ago.

The most striking development in the labour market in July this year compared with 1954 was that nine of the 11 metropolitan areas were in balance and two (Quebec-Levis and St. John's) in the moderate surplus category, whereas last year only five of these areas were in balance, five in the moderate surplus and one in the substantial surplus category. There has also been considerable change in the classification of major industrial areas: 18 in balance this year compared with only six a year earlier.

Most reclassifications, which were concentrated in the Quebec and Atlantic regions, were largely the result of increased employment in construction, logging, agriculture, transportation, and lumbering. There were fewer reclassifications in the Ontario, Prairie and Pacific regions because most of the areas in these regions were already in balance at the beginning of July. Some local shortages of particular skills had developed by the end of the month in Ontario and the Prairies but only one area (Swift Current) showed a general labour shortage.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954
Metropolitan	–	1	2	5	9	5	–	–
Major Industrial	–	–	9	21	18	6	–	–
Major Agricultural	–	–	–	3	14	10	–	1
Minor	–	–	3	22	53	34	1	1
Total	–	1	14	51	94	55	1	2

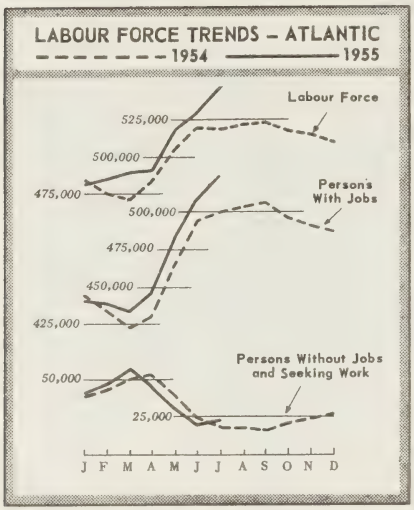
*See inside back cover, April *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS,

August 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec – Levis St. John's	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto Windsor Winnipeg → VANCOUVER – NEW WESTMINSTER	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)		Brantford Corner Brook Cornwall Farnham – Granby New Glasgow Saint John Shawinigan Falls Sydney Trois Rivières	Fort William – Port Arthur Guelph → HALIFAX → JOLIETTE Kingston Kitchener → LAC ST. JEAN London → MONCTON Niagara Peninsula Oshawa → PETERBOROUGH → ROUYN – VAL D'OR → SARNIA Sherbrooke Sudbury Timmins – Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)			Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford → PRINCE ALBERT Red Deer Regina → RIVIERE DU LOUP Saskatoon Thetford – Megantic – St. Georges Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)		Campbellton Newcastle Prince George	→ BATHURST Beauharnois → BELLEVILLE – TRENTON Bracebridge Brampton Bridgewater Central Vancouver Island → CHILLIWACK Cranbrook Dauphin Drumheller → DRUMMONDVILLE Dawson Creek Edmundston Fredericton Galt → GASPE Goderich → GRAND FALLS Kamloops Kentville Lachute – Ste. Therese Lindsay Listowel Medicine Hat → MONTMAGNY North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore → RIMOUSKI Sault Ste. Marie Simcoe → SOREL Ste. Agathe – St. Jerôme St. Hyacinthe St. Jean Stratford St. Stephen St. Thomas Summerside Trail – Nelson Truro → VALLEYFIELD Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock – Ingersoll Yarmouth	→ SWIFT CURRENT

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



DURING July, employment continued to increase in the Atlantic region and by the end of the month labour surpluses were smaller than a year earlier in almost all areas. The improvement during the month was largely confined to agriculture. For the first time in six months, farm employment was higher than a year earlier. Harvesting of the hay crop proceeded very rapidly as a result of ideal haying weather; crop reports ranged from good to excellent and farm labour demands were being met locally in all areas. Non-agricultural employment showed a further moderate increase during July; manufacturing employment showed very little change but additional hirings occurred in construction and the trade and service industries. Except in coal mining, no major lay-offs occurred during the month. Five-hundred coal miners were released from 1B colliery at Glace Bay but production and employment at the other coal mines were higher than at any time in the preceding six months. The estimated number of persons with jobs reached a total of 524,000 at July 23, 1955, an increase of 16,000 from a month earlier and 24,000 from a year earlier.

Industrial employment continued to be higher than a year ago, chiefly as the result of a heavier construction program and a general pick-up in activity in the logging industry. Newfoundland and New Brunswick showed the sharpest increases in construction employment and all four provinces in the region recorded sizeable year-to-year employment increases in the logging industry.

The reduction in unemployment brought four additional areas into the balanced labour market category during July. At August 1, 1955, the classification of the 21 areas in the region (last year's figures in brackets) was as follows: in balance 14 (8); and in moderate surplus 7 (13).

Local Area Developments

St. John's (metropolitan). Remained in Group 2. Fairly large numbers of construction workers were still unemployed at the end of the month. As a result of delays in beginning some of the larger construction projects, labour requirements increased slowly. Processing plants were very busy during the month following one of the best fishing seasons on record.

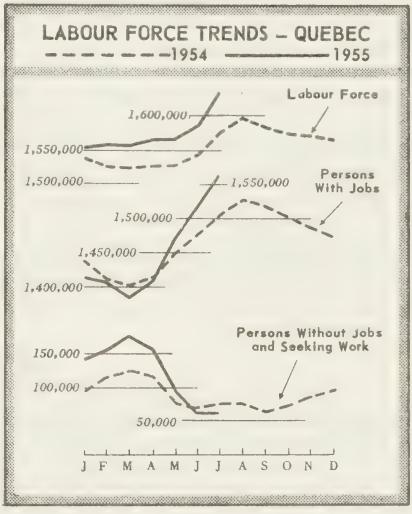
Halifax (major industrial). Reclassified from Group 2 to Group 3. The construction, logging and fishing industries continued to be very active. Two small construction projects were delayed because of slow delivery of steel but in general, building progressed rapidly during July. Overtime work was necessary at some of the fish canneries because of better-than-average catches.

Moncton (major industrial). Reclassified from Group 2 to Group 3. A high level of activity was maintained in the logging industry. The construction industry was reported to be more active than a year ago.

Bathurst and Grand Falls (minor). Reclassified from Group 2 to Group 3.

QUEBEC

LABOUR requirements continued to rise in Quebec during July more rapidly than in the same month last year but at about the same rate as in 1953. All major industry groups showed some employment gain, seasonal industries such as construction, logging, transportation and lumbering being particularly active. Shortages of skilled workers were reported in construction and textile manufacturing in some parts of the region.



The number of persons with jobs at July 23 was estimated at 1,567,000, an increase of 48,000 from June 18 and 62,000 from July 24, 1954. Of the increase of 48,000, agriculture accounted for 29,000 and non-agricultural industries for 19,000; in the same month of 1954, employment increased by 32,000, an increase of 39,000 in agriculture being partly offset by a decrease of 7,000 in non-agricultural industries. The Quebec labour force also rose 48,000 in July 1955, so that the number of persons without jobs and seeking work remained unchanged at 67,000.

Ten of the 24 local areas in this region were reclassified during July, all from the moderate surplus to the balanced labour market category. At August 1, the area classification was as follows (last year's figures in brackets): in balance, 20 (2); in moderate surplus 4 (22).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Male registrations for employment at NES Offices dropped to the lowest level since the summer of 1952 and shortages became apparent in some professions and certain construction trades. The construction and service industries were particularly active.

Quebec-Lévis (metropolitan). Remained in Group 2. This is the only local area where registrations for jobs were higher than a year ago, largely because of layoffs at an ammunition plant and slackness in shipyards which were operating at much lower levels than a year earlier. Some summer log-cutting was in progress but recruitment of bush workers for out-of-province work had been halted by bush fires. The clothing industry was busy and short-time in primary textiles was decreasing. The tourist season was proving satisfactory.

Lac St. Jean (major industrial). Reclassified from Group 2 to Group 3. An unusually active construction season was responsible for increasing employment in this area. Manufacturing plants were generally busy and bush employment was above year-ago levels, although heat slowed down recruitment of loggers.

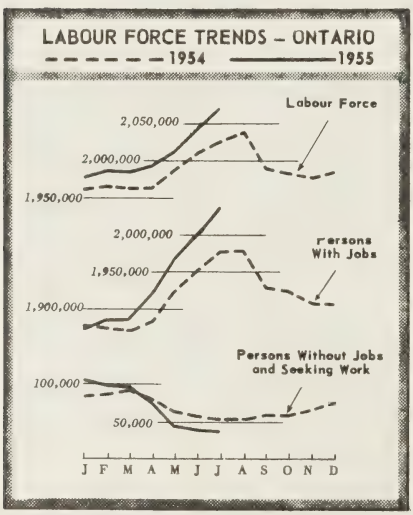
Joliette (major industrial). Reclassified from Group 2 to Group 3. A general increase in activity over year-ago levels was responsible for the reclassification of this area.

Rouyn-Val d'Or (major industrial). Reclassified from Group 2 to Group 3. Increased hirings of construction and bush workers raised employment opportunities in this area.

Rivière du Loup (major agricultural). Reclassified from Group 2 to Group 3. Greater activity in the bush, sawmills and construction improved employment conditions in this area.

Drummondville, Gaspé, Montmagny, Rimouski, Sorel, Valleyfield (minor). Reclassified from Group 2 to Group 3.

ONTARIO



DURING July employment in the Ontario region increased at about the usual seasonal rate, thus continuing at levels considerably above those of last year. By July 23, the number of persons with jobs was estimated at 2,033,000, an increase of 26,000 over the previous month and 61,000 over the same date in 1954. The monthly increase was drawn chiefly from students and female food processing workers who are temporary additions to the labour force. Unemployment dropped only slightly.

The largest increase in employment during July was in agriculture but demand was also strong in the construction, food processing and tourist industries. The early harvest accelerated the demand for farm workers. Employment in most of the manufacturing industries continued steady but hirings were slow because of holiday closures. In some areas, however, there were shortages of engineers, machinists, tool and die makers, welders and flame cutters and skilled textile workers. By the end of the month the automobile industries had begun laying off men in anticipation of the fall model changes. Some layoffs also occurred in the aircraft and shipbuilding industries.

Unemployment declined sufficiently in three areas to bring them into the balanced labour market category during July. At August 1,

classification of the 34 areas in the region (last year's figures in brackets) was as follows: in balance 32 (20); in moderate surplus 2 (13); in substantial surplus 0 (1).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Strong demand for labour in the iron and steel industries resulted in a continuing shortage of engineers, draughtsmen and skilled metal workers. There was also some shortage of experienced farmhands and of machine operators for the textile industry. A rubber tire company hired additional female workers at the end of the month.

Ottawa - Hull (metropolitan). Remained in Group 3. Continuing strong demand for construction workers and clerical and sales staff brought the area close to the shortage category. Demand for farm workers slackened during the month.

Toronto (metropolitan). Remained in Group 3. The construction and light manufacturing industries continued very active during July, resulting in a gradual decline in job applicants. Holiday closures began. Office workers at DeHavilland were laid off for the duration of the strike at that plant.

Windsor (metropolitan). Remained in Group 3. Layoffs occurred in the automobile industry for the first time in some months. These were more than offset by increased hirings in construction, agriculture and food processing.

Cornwall (major industrial). Remained in Group 2. Hiring for the St. Lawrence Seaway project accelerated during the month, nevertheless, registrations for employment increased slightly as migration into the area increased.

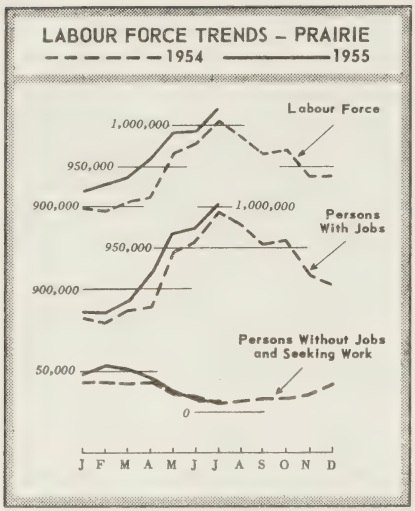
Peterborough (major industrial). Reclassified from Group 2 to Group 3. Employment in construction continued to increase. Manufacturing of electrical apparatus continued below normal and other manufacturing industries showed little change.

Sarnia (major industrial). Reclassified from Group 2 to Group 3. Construction was so heavy in this area that material shortages necessitated some cutbacks. Manufacturing activity continued at a high level.

Belleville - Trenton (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

FURTHER employment expansion occurred in the Prairie region during July as most activities approached their seasonal peak. Farm labour requirements increased rapidly following a month of warm weather which hastened the growth of crops. A better-than-average grain yield was expected in most areas. The supply of farm labour was tight in most agricultural districts but serious labour shortages were averted by the influx of workers from outside points. Manufacturing employment showed more than the usual seasonal increase during July. Construction



activities continued to rise, causing a shortage of skilled workers at various centres. At July 23, the number of persons with jobs was estimated at 1,006,000, an increase of 29,000 over the previous month and 13,000 over the previous year. The increase in employment during July was matched by an expansion of the labour force as women and students entered the labour market.

At August 1, the area classification was as follows (last year's figures in brackets): in shortage 1 (2); in balance 19 (17); in moderate surplus 0 (1).

Local Area Developments

Edmonton (metropolitan). Remained in Group 3. Unemployment was reduced sharply and by the end of the month a general shortage of labour was developing. The construction industry recorded the most improvement during the month but farming, sawmilling, oil exploration and packing plants were also more active than a month earlier. At the beginning of June, total industrial employment in the area was 10 per cent higher than a year ago compared with an increase of 4 per cent for the province as a whole.

Calgary (metropolitan). Remained in Group 3. Total employment continued at a higher level than a year earlier. Carpenters and bricklayers were still in short supply but demands for other construction skills were being met locally.

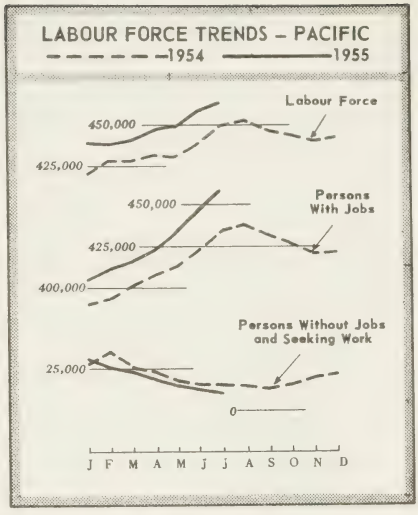
Winnipeg (metropolitan). Remained in Group 3. Farm labour demands were still being met locally at the end of July. The supply of qualified workers in the building trades was becoming scarce but the only shortages recorded were for bricklayers, tile setters and plasterers. Some building contractors were behind schedule as a result of slow delivery of steel and cement but the construction industry, generally, was very active during July.

PACIFIC

EMPLOYMENT opportunities in the Pacific region continued to increase during July as activity expanded in all major industries. Latest statistics show that important year-to-year increases in employment occurred in most industries. Unemployment dropped below both 1954 and 1953 levels during the month. As a result of increased hiring, the estimated number of persons with jobs rose to 458,000 in the week ended July 23. This was 11,000 higher than in June and 23,000 higher than in July 1954.

Requirements for workers in agriculture continued strong as berry, vegetable and other crops rapidly reached maturity. The logging industry operated at close to capacity throughout the region, stimulated by strong demand for logs and hindered only to a minor extent by fire hazard. Shortages of key skills, however, prevented increased operations in some areas

both in logging and in sawmilling, where production was close to maximum levels. Mining was busier and demands for experienced miners were difficult to fill in some areas. Manufacturing activity increased, especially in the iron and steel industries and in fruit and vegetable canning. The demand for construction workers increased significantly as several major projects got under way. Public utilities were very active as work progressed on large electrical power and telephone expansions.



Two local labour market areas were reclassified during the month from the moderate labour surplus to the balanced category. At August 1, 1955, the classification of the ten areas in the region (last year's figures in brackets) was as follows: in balance 9 (8); in moderate surplus 1 (2).

Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 2 to Group 3. High production continued in logging and sawmilling. Manufacturing activity increased, notably in machine shops and sheet metal plants. Shipbuilding was busy, and the strike of electricians in that industry ended. A steel pipe and tube mill which began operations during July will employ more than 200 workers. There was a heavy demand for construction labour as work began on a number of large projects.

Victoria (major industrial). Remained in Group 3. The demand for berry pickers was heavy. Logging and sawmilling operations continued at a high level and machine shops were operating at capacity. Shipyards continued to be busy and a shortage of welders occurred. Demand for construction labour was strong, experienced workers being scarce. Building permits for the first six months of 1955 showed a sharp increase compared with the corresponding period last year.

Chilliwack (minor). Reclassified from Group 2 to Group 3. Agricultural activity increased. All logging camps and sawmills were operating at capacity and the supply of loggers was exhausted. Fruit processing plants required two shifts. In construction, there was a strong demand for skilled tradesmen, resulting in a shortage of carpenters. The transportation and public utilities industries were busier.

Current Labour Statistics

(Latest available statistics as of August 10, 1955.)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	July 23	5,738,000	+ 2.2	+ 2.9
Persons with jobs	July 23	5,588,000	+ 2.4	+ 3.4
At work 35 hours or more	July 23	4,791,000	- 4.1	+ 4.1
At work less than 35 hours	July 23	269,000	- 19.2	-13.0
On short time	July 23	22,000	- 21.4	-37.2
Usually work less than 35 hours	July 23	173,000	- 25.4	- 9.0
Other reasons	July 23	74,000	+ 1.4	-11.9
With jobs but not at work	July 23	528,000[1]	+309.3	+ 6.7
Laid off full week	July 23	6,000	- 33.3	-33.3
Other reasons	July 23	522,000	+335.0	+ 7.4
Paid workers	July 23	4,226,000	+ 0.8	+ 5.5
In agriculture	July 23	140,000	+ 7.7	- 9.1
Non-agricultural	July 23	4,086,000	+ 0.6	+ 6.1
Persons without jobs and seeking work	July 23	150,000	- 4.5	-12.8
Registered for work, NES (b)				
Atlantic	July 21	25,746	- 29.7	-10.8
Quebec	July 21	65,230	- 17.2	-22.1
Ontario	July 21	70,856	- 8.5	-24.1
Prairie	July 21	27,717	- 16.8	- 8.1
Pacific	July 21	21,731	- 15.6	-20.7
Total, all regions	July 21	211,280	- 16.1	-19.8
Ordinary claims for Unemployment Insurance benefit	July 1	157,132	- 25.1	-21.3
Amount of benefit payments	June	$12,645,439	- 36.0	-19.5
Industrial employment (1949=100)	June 1	111.4	+ 3.7	+ 2.2
Manufacturing employment (1949=100)	June 1	109.2	+ 1.9	+ 1.4
Immigration	1st Qtr.	17,627	-	-37.6
Industrial Relations				
Strikes and lockouts—days lost	July	96,335	-	+ 9.6(c)
No. of workers involved	July	10,913	-	- 2.9(c)
No. of strikes	July	32	-	-19.3(c)
Earnings and Income				
Average weekly wages and salaries	May 1	$60.76	- 0.4	+ 4.0
Average hourly earnings (mfg.)	May 1	$ 1.45	+ 0.8	+ 2.5
Average hours worked per week (mfg.)	May 1	41.2	+ 0.2	+ 1.5
Average weekly earnings (mfg.)	May 1	$59.90	+ 1.0	+ 4.0
Consumer price index (av. 1949=100)	July 1	116.0	+ 0.1	- 0.2
Real weekly earnings (mfg. av. 1949=100)	May 1	123.4	+ 0.7	+ 3.3
Total labour income $000,000	April	1013	+ 1.6	+ 5.7
Industrial Production				
Total (average 1935-39=100)	May	264.2	+ 2.2	+ 7.6
Manufacturing	May	273.3	+ 2.2	+ 7.6
Durables	May	327.3	+ 0.9	+ 9.1
Non-Durables	May	238.8	+ 3.3	+ 6.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.
(b) See inside back cover, April *Labour Gazette*.
(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

[1]Includes 445,000 persons on vacation.

Notes of Current Interest

Family Allowances Now 10 Years Old

Canada's family allowances program was ten years old last month. The first cheques mailed under the provisions of the Family Allowances Act were despatched on July 17, 1945.

The Act was passed in 1944 and registration began in Prince Edward Island on February 1, 1945. By April 18, 1945, the half-way mark for registration was reached; applications totalled 740,000 and this number was increased by 56,570 in the fiscal year 1947-48.

In October 1945 cheques were going to 1,334,000 families for 3,168,000 children; in May 1955 to 2,206,129 families for 5,205,290 children.

Family allowances are payable only to children who are complying with provincial school attendance regulations and as a result school attendance has increased markedly over the ten-year period. In 1952-53, 11,800 children lost allowances for unexcused school absence; in 1953-54, with many more children registered, only 8,900.

In the ten years of its existence, the Family Allowances Act has changed little in its interpretation.

TLC, CCL Ban Re-entry Of Expelled Affiliates

The Trades and Labour Congress and the Canadian Congress of Labour will refuse to let their affiliates take in unions that have been expelled from either congress because of Communist domination. The decision was made at a joint meeting last month of the unity committees of both bodies.

The move was made because several of the unions expelled during the last six years, when each congress undertook a housecleaning of Communist-led affiliates, are known to be trying to gain re-entry through mergers with unions whose affiliations with a congress are in good standing.

The ban will remain effective until the proposed TLC-CCL merger is completed, after which time the constitution of the merged federation is expected to contain a provision that an expelled union may be re-admitted only when it can prove that the reason for its expulsion has been done away with.

Expelled unions that are known to have made overtures for merger with unions in the TLC and CCL are: the International Union of Mine, Mill and Smelter Workers, which has approached, among others, the TLC's International Hod Carriers'; the United Electrical Workers, which has sounded out the International Association of Machinists (AFL-TLC); the Fur and Leather Workers Union, which was able in the United States to make some headway in a merger attempt with the AFL Amalgamated Meat Cutters and Butcher Workmen until AFL President George Meany blocked the amalgamation; and the Vancouver Outside Civic Workers, who were trying to join the CCL's National Union of Public Service Employees. All attempts failed.

AFL, CIO Finally Agree on Name of New Federation

Unity committees of the American Federation of Labour and the Congress of Industrial Organizations agreed on July 20 in Washington to title their new labour body "The American Federation of Labour and Congress of Industrial Organizations". The decision is subject to approval by the AFL executive council and the CIO executive board.

CIO President Walter Reuther called the choice "a very happy solution" while AFL head George Meany said he did not foresee any further problems in the way of actual merger of the two organizations. All that was left to be completed was "procedural and mechanical," Mr. Reuther said.

For a time it appeared that inability to agree on a name for the merged federation would prevent the merger of the AFL and CIO. The former was adamant against any change in the name it had used for 74 years and the latter were insisting on a new name to make it clear that "something new has been added"; it would have accepted almost anything else but "American Federation of Labour".

Full Employment Near in Germany

In West Germany, full employment is near, the Federal Employment Office announced on July 6. During June, the number of jobless dropped by 80,605 to a total of 650,499. This is 357,200 less than in June 1954.

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Rail Engineers' Union Will Not Join AFL-CIO Merger

An independent course for the Brotherhood of Locomotive Engineers in the United States, free from any affiliation with the proposed merger of the American Federation of Labour and the Congress of Industrial Organizations, was outlined by the Brotherhood's Grand Chief Engineer Guy L. Brown on June 7 when he declared that his 74,000-member organization would not join the merger "because of principle". Mr. Brown said "we will not join because America must be able to expect security for independent expression or lose every claim she has to freedom".

Of the five independent and unaffiliated railway unions, the Brotherhood of Railroad Trainmen and the Brotherhood of Locomotive Firemen and Enginemen have approved merger studies. The Order of Railway Conductors has made no formal expression of opinion but the conductors are reported to view merger as a constructive step. No stand has been announced by the Switchmen's Union of North America, the fifth of the operating brotherhoods.

A prediction that the railway unions as well as the United Mine Workers of America would enter the merged labour body was made on May 28 by Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America (CIO-CCL), speaking before the fourth biennial congress of the International Confederation of Free Trade Unions in Vienna.

In announcing his Brotherhood's rejection of merger, Mr. Brown warned that "governmental restriction" would follow the creation of "such a gigantic organization". He said that "if there is one thing this country will not tolerate it is dictation to it by any power which seriously threatens the sovereignty of the nation itself".

GAW-Jobless Insurance Relationship Discussed

While most unemployment insurance laws in the United States do not make specific reference to employer payments for time not worked, state employment security agencies currently seem to regard such payments as wages and consider recipients of them not to be totally unemployed. Hence, workers who have received such weekly payments are usually considered ineligible for state unemployment benefit that week, it is pointed out in an article on the relationship between unemployment insurance and guaranteed wage plans that appeared in the June issue of *IAPES News*, published by the International Association of Personnel in Employment Security (see page 932).

"Since workers receiving guaranteed payments during a layoff do not have to register or be available for other work," the article explains, "the employer is assured that his labour force will not be dispersed. Thus, the objective of maintaining a trained and experienced group of workers throughout the year with a resulting decrease in costs may be achieved to a greater extent than under a system integrated with unemployment insurance.

"Under a private guaranteed employment plan the worker does not have to be concerned about meeting the eligibility requirements of a state unemployment insurance law, with the possibility of being disqualified from receiving unemployment insurance benefits and guaranteed wage payments."

It may not be socially desirable to establish a system of private plans that may at times result in the creation of unnecessary pools of unemployment or underemployment, the article concedes, but "the basic limitation of maintaining the guarantee plan completely independent from unemployment insurance is that no positive inducement is offered to employers to establish guarantee programs".

The article then lists ways in which, under present conditions, guarantee plans and unemployment insurance may be coordinated. Since unemployment insurance benefits can be paid in any week in which no guarantee payment is made, guaranteed wage payments could be made up to the limit provided in the plan, after which the worker would apply for unemployment insurance benefits. Or, the guaranteed wage could be paid in alternate weeks so that in the intervening weeks the worker might be eligible to receive unemployment insurance benefits.

Advantages of these methods are: freedom from meeting legal requirements; some incentive to employers, since part of the total cost is financed by unemployment insurance; a considerable amount of security to the worker with an adequate limit on costs to the employer.

Some disadvantages are: the impossibility of guaranteeing anywhere near 100 per cent of wages for 52 weeks since unemployment insurance benefits are generally considerably less than full pay; receipt by the workers of only the relatively low unemployment insurance benefits in the weeks not covered by the guarantee payments; the introduction of an element of insecurity for the worker, as the state

agency might rule him ineligible for benefits if he does not actively seek work or if he refuses suitable work offered him; lack of assurance to the employer that he will not lose his labour force.

Pat Conroy Turns Down Offer of ICFTU Post

Pat Conroy, Canadian Labour Attaché at Washington and former Secretary-Treasurer of the Canadian Congress of Labour, has turned down an offer to become Director of Organization for the International Confederation of Free Trade Unions, it was announced last month by AFL President George Meany. Mr. Meany was authorized by the ICFTU executive to offer to Mr. Conroy the position, created at this year's convention of the federation (L.G., July, p. 751).

Number Employed in U.S. Greatest in History

Civilian employment in the United States in June reached 64,000,000 for the first time in history, the Census Bureau of the U.S. Department of Commerce has reported. The 64,000,000 figure represented an increase of 1,313,000 in one month.

At the same time, unemployment increased by 190,000—from 2,489,000 to 2,679,000. Students entering the summer labour market both filled most of the additional jobs and also raised the total number of jobless.

The last previous employment peak was 63,700,000 in August 1953. The post-war low point for unemployment was 1,240,000 in the same month.

The Bureau of Labor Statistics of the U.S. Department of Labor reported that the non-farm job total had risen to 49,300,000 in June. This was 400,000 above the May figure and represents an unusually sharp increase for this time of year despite scattered work in metal and metal products manufacturing.

Factory employment in the United States is now estimated at 16,481,000, an increase of 148,000 in the month. The average work week, affected by work stoppages, declined slightly but, at 40·7 hours, was still equal to the post-war peak for the month.

60th Anniversary

August 19 marks the 60th anniversary of the foundation of the International Co-operative Alliance. Canada's co-ops, through the Co-operative Union of Canada, has been affiliated with the ICA since 1921.

Employment Record Set In Britain Last Year

Employment in Britain in 1954 reached the highest-ever peacetime figure, the Ministry of Labour announced in its report for 1954. Nearly 24,000,000 were at work.

At November last year the total of those employed was 23,910,000, a rise of more than 350,000 in a year. By December, unemployment had fallen to 256,000, almost one-quarter fewer than a year before.

U.K. Paper Comments on Canadian Unemployment

The London *Financial Times* last month said unemployment in Canada is too high for too large a part of the year by British standards. It was commenting on a special staff report from Ottawa.

The newspaper said Canada was developing a new domestic financial policy because it is more and more judging the unemployment situation by British standards.

The paper's report from Ottawa said: "The Government is now veering round to the view that Canada's growth of population requires and justifies free spending on public projects even at the cost of increasing debts."

The policy "is obviously based on the view that any signs of repeated slackness next winter can be largely offset by public investment planned for its long-range usefulness in national development without too much regard to the budgetary situation of the moment," the *Times* said.

Canada's economy is oriented outward, the paper said, with a dependency on the United States market that makes the export trade "highly vulnerable to forces outside Canada's control".

New Labour Ministers Named in N.S., P.E.I.

New Ministers of Labour have been named in two Maritime provinces; in one the portfolio was newly-created.

In a cabinet shuffle late in June Premier Hicks of Nova Scotia announced the appointment of J. Clyde Nunn as Minister of Public Welfare and Labour. Mr. Nunn is manager of a radio station at Antigonish.

Earlier in the month Premier Matheson of Prince Edward Island announced the appointment of W. F. Allan Stewart as Minister of Welfare and Labour, a newly-created post. From 1944 to 1949 Mr. Stewart was the province's Minister of Agriculture.

60636—2½

Automation Makes Unions Extend Activities—CIO

"Traditionally, labour unions have been concerned with in-plant, on-the-job problems of workers as producers," Ted F. Silvey, of the Congress of Industrial Organizations' national headquarters, said in addressing a recent CIO automation conference. "Now, in addition to this, unions even more will have to extend their activities to the concern of workers as consumers and citizens, not only with respect to their wage income but also their leisure time and a great many public and community questions."

Automation, Mr. Silvey said, was being called a second Industrial Revolution. He noted that the word "revolution" meant a sudden and violent change. "CIO unions," he said, "can help control automation and its applications so it will make progress possible without disastrous results to workers, in fact be for the benefit of workers and all of society."

He referred to a statement often made that automation was "just more of what we've had, and there needn't be any concern about overproduction, about losing one's job, about extensive unemployment". He said this could be true if we were automatically intelligent enough in our social organization to properly apply the new advancements for human betterment.

Society and individuals are called upon, he said, to make changes in the adaption to the new technology. "Our problem is this unwillingness to change our patterns of government, of industrial relations, of education, of the whole business of living, to bring up to date the patterns of social institutions to meet the impact and the consequences of this technology in many ways".

"No Sarnia Refineries But for Automation"

Without "automation" there would be no jobs at all in oil refining at Sarnia, the President of the Imperial Oil Limited, J. R. White, has said. Speaking at an employees' reception marking the opening of the company's new plant, he said that the last 15 years had seen some of the greatest progress towards automation in the oil industry.

"In the same period, the number of jobs at Sarnia refinery has increased 41 per cent," he said. He noted an increase in the company's payroll of 252 per cent and that job security had increased proportionally.

"Automated pipe lines to bring us our crude and to take our products to market are the only means by which we can compete with refineries located closer than we to sources of crude or to larger markets."

Mr. White said that his industry was often cited as an example of automation in action and as one of the leaders in matters pertaining to pay, pensions and security and health plans.

Mr. White said there was a connection between the two forms of industrial leadership. "There is always a connection between high productivity and high incomes."

"Public Can Help Reduce Seasonal Unemployment"

The construction industry has a responsibility to the public but the public, too, has a responsibility to the industry to help it reduce seasonal unemployment by increasing the volume of winter work, said W. G. Malcom, Canadian Construction Association President, in recent addresses to Builders' Exchanges in Western Canada.

"Although great strides have been made to this end by means of new techniques," Mr. Malcom said, "about 25 per cent fewer are employed during the middle of winter in the construction industry than during the middle of the summer. With more careful timing of the award of contracts, more winter work could be carried out at comparable costs," he said.

Mr. Malcom said the benefits of such action were widespread and obvious: "Our employees would have more even employment and hence lower costs; we would have more continuous operations; owners would receive faster completions and the Unemployment Insurance Commission would receive fewer claims." The industry, he said, could only do so much. "The rest is up to owners and designers".

Mr. Malcom also stated that the ultimate end to higher labour costs without greater productivity would be higher price tags to owners. Construction employees, he said, had gained in terms of real earnings, due to increased productivity made possible by new machinery and methods, a better supply situation and greater management efficiency.

"Labour is in a position to be a major contributor to productivity and lower construction costs through greater individual effort," he said. "Production rates in a number of trades, however, are below pre-war levels."

Half Toronto Postmen Said Holding Extra Job

Roughly 50 per cent of postal employees in the Toronto area have outside jobs, it has been estimated by Charles Axford, President of the Toronto branch, Federated Association of Letter Carriers (TLC). They find their take-home pay does not constitute a living wage, he explained.

The postmen's annual salary of $3,060 is now far below that of Toronto police and firemen—close to $4,000—whereas in 1918 the postmen's $740 was higher than the firemen's $710 and only slightly below the policemen's $750, he pointed out.

"A letter carrier's top salary of $3,060 is unrealistic by today's living costs," Mr. Axford told Ralph Hyman of the Toronto *Globe and Mail*. "If letter carriers got a top salary of about $3,600 I don't think many of them would want to hold extra jobs."

(In June, President Eisenhower approved a pay raise for all United States postal workers amounting to 8·1 per cent. Of the total increase, the minimum raise will be 6 per cent, the remaining 2·1 per cent going into reclassification. The minimum increase was made retroactive to March 1.

Later in the month, the President signed a Bill providing for a 7·5 per cent increase for United States civil servants.)

Plan to Extend Vocational Training for Fishermen

Beginning in October, it is hoped to increase the number of centres in Newfoundland in which vocational training courses for fishermen will be held. Last season, classes were held in ten centres, with a total of 293 men attending, 155 for navigation and 138 for engineering.

Newfoundland's fisheries training schools were set up in 1953 by the province's Department of Fisheries and Co-operatives in conjunction with the Department of Education and with the co-operation of the federal Department of Labour. Under the provisions of the Vocational Training Agreement of the Vocational Training Co-ordination Act, the federal Department shares equally with the provincial Government in the costs of operating the courses.

During the past season some $13,825 was paid to trainees to compensate in part for time that they may have lost from some other work.

When setting up the vocational training program it was agreed that it could best be carried out by holding classes in communities around the coast and that, as a beginning, a four-week course on the care and handling of marine engines and one on elementary navigation would be given in each place.

The two instructors employed during the first season began work in January 1954 and gave courses in engineering to 40 fishermen and in navigation to 51 men. Courses were discontinued during the fishing season but the instructors assisted fishermen with their engineering and navigation problems.

For the next season, two additional instructors were obtained. Courses began again in the Fall of 1954 and nine courses in navigation, with 155 men attending, and ten courses in engineering, with 138 men attending, were given during the season.

The length of each course is about four weeks, depending on travelling and other conditions. The course in navigation can take 25 men per class and the course in navigation, 15.

As it was believed that instruction in navigation and in the care and maintenance of marine engines was the vocational training most needed by fishermen, the first courses were in these subjects. Courses in new methods of fishing and of handling fish will be added.

U.S. Congress Committee Approves $1 Wage Floor

An increase in the United States minimum wage from 75 cents to $1 an hour was approved last month by the House of Representatives Labor Committee. The United States Senate already has approved the increase in a Bill passed in June. The Administration had recommended a 90-cent minimum.

Seven-Hour Day Sought By U.K. Coal Miners

Demands for the 7-hour day instead of seven-and-a-half hours, three weeks' vacation in place of two and a pay increase of 2s. 6d. featured the annual conference of the National Union of Miners in the United Kingdom, held in Rothesay, Scotland, during July.

The miners' union follows a policy of inviting management leaders to address its annual conventions and at this year's meeting, Sir Hubert Houldsworth, Chairman of the National Coal Board, which administers the country's nationalized coal mines, outlined to the 180 delegates the problems facing the coal industry.

U.S. Plans to Tackle Age Barriers to Employment

The United States Department of Labor is planning to start a program this month to make "a real dent in the stubborn problem of age barriers to employment," it has been announced by Arthur Larson, Under Secretary of Labor. To provide full and free employment opportunity to all on the basis of ability alone would be the aim, he said in an address to the 8th annual conference on ageing.

"Business men are not going to hire old workers for sentimental reasons," Mr. Larson said. "They want to be shown that it is good business to do so."

Surveys had shown that older workers generally were more dependable and had less absenteeism that younger persons, Mr. Larson noted.

CCA Steps Up Activity in Apprenticeship Promotion

Indicative of the stepping-up of its activities in apprenticeship promotion, the Canadian Construction Association last month issued Bulletin No. 1 of a new series entitled *Training Topics*.

The bulletins are designed to provide material for possible use by local apprenticeship bodies on which CCA members are represented. They are prepared by the Association's apprenticeship and youth training committee.

Steelworkers in U.S. Win 15-Cent Wage Increase

Wage increases averaging slightly more than 15 cents an hour were obtained by 600,000 members of the United Steelworkers of America (CIO) in the United States on July 1 following a strike of 12 hours, the shortest in the history of the industry. The settlement was first reached by the union with the United States Steel Corporation, followed by similar agreements with the other major producers in the industry.

The increases provide for a flat 11½-cent hourly wage boost for all workers and an additional half-cent spread between each of the 32 job classifications in the industry. The spread is estimated to average another 3½ cents an hour.

The new agreement raises the average hourly earnings of steelworkers to $2.44½. The lowest paid worker in the mills will now receive $1.68½ an hour.

The increases were made possible by a wage re-opening clause in the contract which permitted negotiations on this topic alone. The contract expires in all its provisions in 1956.

Following completion of the agreement, the U.S. Steel Corporation announced a 5·8 per cent price increase. Two weeks later it reduced the price of cold-rolled low-carbon ship steel by $4 a ton.

Canada Excludes Negroes, Porters Union Charges

A policy of exclusion in relation to Negroes is being carried out by the Canadian Department of Citizenship and Immigration, the Brotherhood of Sleeping Car Porters (AFL-TLC) charged during a week-long training conference held in Montreal June 27 to July 1. The Brotherhood, with a membership of 17,000 in Canada and the United States, called the policy a "disgrace to a democratic national state" and appealed to "the liberal and labour forces of Canada to join with their Negro fellow citizens in bringing about the liberalization of Canadian policy on immigration".

The labour body singled out for criticism discrimination against persons of colour, especially Negroes in the West Indies and the United States. "Negroes in Canada, whether from the USA or the West Indies, have demonstrated that they have the quality along with the white immigrants for good and sound citizenship," the union said in a resolution.

A. Philip Randolph

The danger of a labour union tying its fortunes to the "tail of any political kite" was stressed by A. Philip Randolph, President of the Brotherhood since its founding in 1925. Mr. Randolph said that it was not sound for a responsible labour organization to be committed to any political party because "you never know where that kite is going to sail".

The Brotherhood head also warned that labour unions must fight a continuous battle against communism or succumb to it. "Dictatorship is the enemy of all labour organizations and this is why we are concerned with the maintenance of democratic ideals," he said. Mr. Randolph added that "we're fighting for the freedom of both labour and management, without which the free enterprises system would collapse".

Prof. H. D. Woods

A warning that trade unions are showing a tendency to move away from the civil liberties for which they once fought so bitterly was voiced by Prof. H. D. Woods, Director of McGill University's Industrial

Relations Centre. He suggested that the increase in the power of unions today and the present ideological conflict in the world has contributed to this trend.

Expanding on this theme, Prof. Woods said:

> The unions have acquired institutional power of great magnitude. To a large degree the old struggle for recognition has been solved by the legal device of certification of the bargaining rights. The source of union strength, while still requiring membership support, now is founded in the law. The need of vigilance in protection of the civil liberties of the individual is not so crucially apparent as it was in the days of the yellow dog contract.
>
> The second factor working to reduce the union defence of basic liberties is the problem of world peace. Here the unions are confronted with the age-old dilemma of liberalism. How can liberally-minded persons justify the defence of civil rights of those whose object is to destroy those rights themselves?

Prof. Woods concluded by stating that our basic problem is to protect the rights of the individual in spite of the ideological split and he called upon the trade unions to "rededicate themselves to the task".

Kalman Kaplansky

Pioneers are needed to blaze new trails against discrimination, Kalman Kaplansky, Director of the Jewish Labour Committee, told delegates to the conference. He said that such people were particularly needed to prove the efficacy of the Canada Fair Employment Practices Act.

Mr. Kaplansky called the recent promotion of a number of Canadian Pacific Railway coloured porters to positions as sleeping car conductors a "great historical event" which he attributed to the Fair Employment Practices Act. "We also know of a number of large Canadian corporations which are now refraining from discrimination in employment as a result of this Act," he added.

Speaking on the need to acquaint the public with the provisions of the legislation, Mr. Kaplansky said:

> There is a tendency on the part of members of so-called minority groups to look with skepticism, even cynicism, upon all efforts to open new opportunities for them. Then there is also the reluctance on the part of such people to be pioneers, to become only one representative of a minority group in a plant or establishment.

During its week-long conference, the Brotherhood approved resolutions calling for:—

Opposition to any legislative action or decree that would deprive labour of the right of free collective bargaining.

"Unqualified" support for the United Nations.

Condemnation of Communist infiltration into coloured groups and trade unions.

J. Scott Milne, President of IBEW, Died in July

J. Scott Milne, Canadian-born President of the International Brotherhood of Electrical Workers (AFL), died last month on his farm near Portland, Ore. He was 57.

Gordon M. Freeman of Cincinnati, a Vice-president of the Brotherhood, was named by the union's executive board to complete Mr. Milne's unexpired term.

Mr. Milne was born in Vancouver. He was a Vice-president of the Brotherhood, representing the West Coast, for a number of years before 1947, when he became Secretary-Treasurer. Later he was elected a Vice-president and in April last year named President. Last May he was made a Vice-president of the American Federation of Labor.

Mr. Freeman was born in Portsmouth, Ohio, on November 15, 1896. He joined the union in 1912, became business manager of the Portsmouth local and later served as Brotherhood representative in the Tennessee Valley. In 1944 he became an international Vice-president. His term will run until the union's next convention in 1958.

May Housing Starts Rise 12 Per Cent over 1954

Construction was started on 15,043 new housing units in May, 12 per cent more than in the same month last year, when starts numbered 13,398, the Dominion Bureau of Statistics has reported. The number of units completed during the month, however, was 1 per cent below that a year earlier, 8,332 versus 8,424.

Starts in the first five months this year totalled 36,976, up 9 per cent from 33,812 last year. January-May completions numbered 41,239, an increase of 16 per cent over the 35,525 completed in the first five months of 1954.

Under construction at the end of May were 65,543 units, 13 per cent more than the 57,816 uncompleted on the same date last year.

In the United States, non-farm housing starts advanced seasonally in May to 132,000, the U.S. Labor Department's Bureau of Labor Statistics has announced. This was 22 per cent above the figure for May 1954.

Proceedings of Parliament of Labour Interest

June 21

Unemployment

A statement, prepared for the press, concerning proposals for the relief of unemployed persons not covered by unemployment insurance, submitted by the federal Government at the federal-provincial meeting, June 20-21, was announced by the Prime Minister (L.G., July 1955, p. 745).

June 24

Work Week, Penitentiary Staffs

Government decision to introduce the 5-day 40-hour week, starting September 1, for the staffs of federal penitentiaries was announced by the Minister of Justice.

July 16

National Health Insurance

During consideration of the estimates of the Department of National Health and Welfare, the question of a national health insurance scheme was raised by the Leader of the Opposition, leaders of the CCF and Social Credit parties and other members.

Having obtained, as a result of the surveys conducted, the essential basic information, there should be no further delay in seeking a solution of the problem and establishing a basic pattern acceptable to the governments of this country, declared the Hon. George Drew.

In reply, Mr. Martin said the problem is to find some equitable method by which some proper means can be found to purchase medical and hospital care in a way such as to avoid the hazards which most reasonable people foresee. He explained:

As the Government views the problem, it does not involve a question of professional regimentation. It is not a matter of providing the state with a monopoly of power. But any adequate solution to this complex social and economic problem must take realistic account of financial and constitutional factors. It must take into account the need for maintaining professional freedom and respecting the essential traditions of medicine, as well as the assurance of adequate supporting health facilities and services and, above all, of course, the needs of the people to be served.

What we seek, and what I believe is sought by most people in Canada, regardless of political affiliation, is not socialized medicine but perhaps something that could be described as socially sound medicine. That is, it involves satisfactory medical and hospital care for the members of our society.

That is the framework of the problem which, as the Leader of the Opposition said, under our constitution is primarily the responsibility of the provincial governments.

Referring to the national health grants program, Mr. Martin said it should not be forgotten that this whole program was referred to by the late William Lyon Mackenzie King, in May 1948, as "a prerequisite to a system of national contributory health insurance, administered by the provinces and jointly financed under satisfactory terms based upon agreement with the ten provincial governments".

Unless all the provinces are in agreement, it is not possible to have a scheme, declared the Minister. The latest of the reports on surveys conducted by the ten provincial governments on the health facilities, needs and cost of any scheme which they might care to see implemented, he said, was received only last April. Only one province, Saskatchewan, committed itself to a national health insurance scheme.

The policy of the Government, said Mr. Martin, was "clearly and unequivocally stated by the present Prime Minister of this country when we went to the people at the last federal election ... I give it to the House again as the policy of this Government:"

We are committed to support a policy of contributory health insurance to be administered by the provinces. But under our federal system, to get health insurance started the people and the governments of the various provinces have to take the initiative in working out plans adopted to local conditions.

We are ready to assist in a sensible and practical nation-wide scheme, but that depends on satisfactory agreements with the provincial governments.

I am more convinced than ever that this is a field which should, as far as practicable, be left to provincial administration. Conditions differ vastly from one province to another, and services which are suitable for one region are quite unsuitable to another. We now have had a great deal of experience with health schemes of all kinds in this country, including full-fledged hospital insurance in two of our provinces.

But I do not think it would be fair to the taxpayers of Canada in all the provinces to make federal contributions to provincial schemes in only one or two provinces.

Federal contributions should be regarded as a supplement and an evener-out, when most of the provinces are prepared to undertake satisfactory schemes.

And it is the Government's policy to go on improving federal health grants which have done so much to place all the provinces in a better position to discharge their primary responsibility in this important field.

July 18

Public Projects

In a reference to public projects during discussion of the Department of Public Works estimates, the Minister recalled that as far back as 1949 he had stated that the concept of a shelf of public works was not realistic.

In our buoyant and expanding economy we have all we can do to keep up with current development and implementation of projects rather than resort to what is really a stagnant concept of putting projects on a shelf, doing nothing about them, saving them for the day when we will need to get them off the shelf and put them into effect. With the way this country has been and is developing these projects are being implemented from day to day. Our policy is to carry out those projects which are necessary to the development and growth of this country, and to do them at such time as they will contribute most to the economic and employment situations.

July 25

Government Annuities Act

The House resumed consideration of the amendment moved May 20 by W. Ross Thatcher (Moose Jaw-Lake Centre) to the resolution providing in the Department of Labour estimates for a sum of $1,015,522 for administration of the Government Annuities Act (Item 175).

Contending that the Annuities Branch should be self-sustaining and should not have to be subsidized by the Canadian taxpayer, Mr. Thatcher had moved that the amount should be reduced to $1. He declared himself in favour of annuities being sold at cost but not at a loss and asked for a change in Government policy in this respect.

The amendment was defeated by a unanimous vote and the item was agreed to.

St. Lawrence Seaway Wage Scale

W. B. Nesbitt (Oxford) asked if the Minister of Labour was aware of any labour contracts in respect to the St. Lawrence Seaway, in which United States labour working in similar jobs and alongside Canadian labour is to receive higher wages than Canadian labour.

The Acting Minister of Labour, Hon. Paul Martin, said he was aware of such a situation but that each country establishes its own wage scales. If it happens to be a United States contractor and the work is wholly performed in Canada, the Minister pointed out, he must conform to the Canadian wage laws.

Transfers of Unemployed Coal Miners

The possibility of moving unemployed coal miners in the Maritimes to base metal mines in other parts of Canada is being explored, the Hon. Paul Martin, Acting Minister of Labour, announced in the House. He was replying to Clarence Gillis (Cape Breton South) and H. W. Herridge (Kootenay West).

The question arose during consideration of items in the Labour Department estimates providing for grants for vocational training and for the movement of workers from outside Canada to farms and other essential industry when Canadian labour is not available to meet the need.

Mr. Herridge suggested it would be good policy to use some of the money to transfer displaced coal miners from Nova Scotia to their own occupation in British Columbia "and thus look after Canadians first".

Said Mr. Gillis: "A coal miner would have very little difficulty in adapting himself to base metal mining because it is a much easier job than coal mining."

Coal Mining Industry

In a review of the coal industry in Canada during the discussion of the grant for the Dominion Coal Board in the Department of Mines and Technical Surveys estimates, the Minister said:—

"...In the immediate future, however, there will be very serious changes and transitions within the coal industry.

"The greatest challenge facing the coal industry at the moment is that of reducing the cost of production in order to meet competition. You cannot separate the cost of production from the marketing problem. If the industry is successful in reducing costs, the markets will be correspondingly improved."

The Leader of the Opposition, observing that the outline given by the Minister was not one to convey any substantial measure of encouragement to those dependent upon coal mining as a source of livelihood, or to those who may regard the production of coal as an essential part of the Canadian economy, urged the Government to adopt a policy aimed at increasing the consumption of coal.

July 28

Parliament prorogued.

Labour Day Messages of Canadian Union Leaders

Claude Jodoin,

President, The Trades and Labour Congress of Canada

It is a very great pleasure for me to extend fraternal greetings on this Labour Day to all of the officers and members of all affiliated and chartered organizations of The Trades and Labour Congress of Canada, and to all Canadian workers. This year, in particular, we have reason to consider our present position and give careful consideration to our possibilities and potentialities for the future.

Our convention this year was held rather earlier than usual and it arrived at decisions which will shape the future of the organized labour movement in Canada for many years to come. This 70th annual convention of The Trades and Labour Congress of Canada was an historic occasion.

When one recalls that almost all of the legitimate labour movement of Canada developed in one way or another out of The Trades and Labour Congress of Canada, it is all the more significant that now there is such a strong and determined effort being made to re-unite at least the major parts of that movement within the framework of one national central congress. Realizing that a jurisdictional dispute a little more than 30 years ago forced President A. R. Mosher and the Canadian Brotherhood of Railway Employees out of this Congress, it was a great sight to see Vice-President Frank Hall of the Brotherhood of Railway and Steamship Clerks, the other union in that old dispute, escorting President Mosher to the platform of our convention following the unanimous decision of the delegates to amalgamate The Trades and Labour Congress of Canada and the Canadian Congress of Labour in one new Canadian Labour Congress. And when our delegates gave President Mosher of the CCL a standing ovation following his address, it was all too apparent that the desires of our movement were for full and complete organic unity.

Naturally, some affiliated organizations have had some qualms about unity because they have been faced with certain difficulties which may be still unsolved. However, it now appears that all sections of our movement see in the possibilities of amalgamation far greater things and in this light are prepared to face their difficulties with confidence.

Unity is not only desirable, but necessary. It is desirable because we believe that we can solve our problems more successfully and proceed as trade unionists in the best interests of all of our membership much more effectively in this way. It is necessary because we face great problems and these problems seem much more likely of solution through our combined efforts than under conditions of division and possible misunderstanding.

One of these problems is unemployment. Business throughout Canada appears to be on the upgrade. With few exceptions, there seems to be a strong upswing in industrial and commercial activity. Results of the first months of the year and the prospects for the remaining months suggest that business levels may turn out to be even higher than in any year in the past. This, however, is going on while unemployment remains unreasonably high. And we cannot escape the conclusion that the number of unemployed this coming winter will again be too great and of the most serious extent.

We, as a Congress, have instructions from the convention to do all in our power to remedy this situation. We shall do so.

It is gratifying to note that a further conference of federal and provincial ministers has been held to find a formula for the sharing of the costs of relief for those unemployed persons who are able to work but have exhausted their unemployment insurance benefits. This is an improvement over the traditional refusal on constitutional grounds by these responsible authorities to share such burdens. But it is not the solution to the unemployment problem which we can accept.

We will continue to press the federal authorities, and through our provincial federations the provinces, and through our trades councils the municipalities, for action which will produce work for the unemployed. We are satisfied that better planning of public spending by the three levels of government and greater encouragement by them of those who are responsible for industrial and commercial activity can produce more jobs and more continuity of employment throughout the year.

At the same time we are determined to press for the early implementation of a nation-wide health insurance scheme. Here again, we will work with our provincial federations of labour in order that all provinces may soon reach agreement on this vital social security matter.

Our participation in matters of international affairs is becoming increasingly important and desirable. We hope to give more attention to this field of labour activity.

In all of these fields we hope to co-operate with our friends in the Canadian Congress of Labour, giving in this interim period the fullest possible meaning to unity even though the final touches have yet to be given to amalgamation of our two Congresses.

There are those who feel, perhaps, that in amalgamation the great struggles and successes of this 82-year-old Trades and Labour Congress of Canada will be lost and forgotten. I am not one of those. In my view, amalgamation will open up new avenues and opportunities for using the vast reservoir of experience and achievement of this Congress and all of its affiliated organizations and memberships to the greater advantage of all. It is in this light that I extend greetings to all on this Labour Day and look with the greatest hope and anticipation to even greater achievements by organized labour in the future.

A. R. Mosher,

Canadian Congress of Labour

Labour Day in 1955 may be celebrated more whole-heartedly than has been possible for a number of years. There has been a definite lessening of tension in the international field. While the Big Four meeting at Geneva did not achieve all the success that had been hoped for, nevertheless the personal meeting of the world's political leaders is bound to have considerable value in promoting better international relationships.

The danger of another war, so destructive as to be almost beyond imagination, has been in the forefront of public attention, and it is encouraging to feel that there has been some improvement in the relationships between the free world and the Communist group of nations.

So far as Canada's domestic affairs are concerned, the industrial situation is undoubtedly very much better than it was a year ago, and it is anticipated that the current year will be among the most productive in our history. Some industries are still suffering from setbacks but the over-all picture is reasonably satisfactory.

The labour movement in Canada has seen some noteworthy developments since last Labour Day. The most important of these is the anticipated merger betwen the Trades and Labour Congress of Canada and the Canadian Congress of Labour. A merger agreement has already been approved by a convention of the Trades and Labour Congress of Canada, and it is expected that this will also be approved at a convention of the Canadian Congress of Labour in October next. It is noteworthy that similar action is being taken in the United States to bring together into one body the American Federation of Labour and the Congress of Industrial Organizations.

The organized workers of Canada, through their unions, have obtained improvements in wages and working conditions in a number of industries. The increased purchasing power thus made available helps to keep the wheels of industry moving, and promotes the well-being of the nation as a whole. There has also been a notable increase in the membership of labour unions, as more and more workers realize the desirability of joining forces and working together for the common good.

As a result of the merger of the two great labour centres in Canada, the strength and influence of organized labour in Canada will be greatly increased. In the past, policies affecting the interests of the workers were determined by either employers or by governments, or both, without the workers themselves having any voice in the determination of such policies. In a democracy, every substantial group should be in a position to express its opinion regarding matters of concern to it and to give such matters the utmost possible support. In future, the Canadian labour movement will be in that position, with resultant benefit to the workers themselves, to Canada, and to the rest of the world.

Gérard Picard,

General President, Canadian and Catholic Confederation of Labour

Soon it will be Labour Day again—symbol of the hard struggle the workers have had and are still waging to ensure working and living conditions consistent with their dignity as human beings and to make clear the vast importance of their role, as individuals and as a class, in our present-day society.

As a matter of fact, this holiday has no meaning for us unless, refusing to spend it in the rather commonplace way we would spend an ordinary holiday, we remember first of all, when the day comes, that it originated at a time when our predecessors were fighting for the recognition of an initial right—the right to organize, like other classes of society, our own professional syndicates. And unless we think of all the work which has had to be done since that time to free the working classes and to help in their progress.

Then the real meaning of trade-unionism is better understood, as well as the exceptional merits of all who, from one generation to another — moral advisers, militant leaders or faithful members of their unions—have not ceased to struggle with all their might and to the best of their ability, showing all the necessary courage, conviction and goodwill.

If after more than a hundred years of trade-unionism Canada's working class is now able to boast of numerous successes, it must give all the credit to those who have taken their turn in standing in the breach.

When Labour Day comes let us not overlook past difficulties, and still less those of the present day, but let us know how to ward off defeatism by thinking of the tremendous progress which labour solidarity has nevertheless permitted us to realize thus far.

I wish all workers a serene, restful and happy holiday which will prepare them for further union success.

W. C. Phillips,

Chairman, National Legislative Committee, International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods extends Labour Day greetings to our affiliates and all other labour organizations with whom we have been associated nationally and provincially in the unabated and persistent efforts to secure the enactment of improved labour relations and social welfare legislation. If at times our progress seems unduly hampered, we are encouraged by the improvement in the workers' general standard of living during the last three decades. Past years constitute fundamental gains that point the way for the workers to secure increases in income, shorter work hours and a higher standard of living. However, a great deal remains to be accomplished for the welfare of the worker and his family. Workers must continue to rally together through labour organizations and oppose unfair wages and hours and thereby have a voice in the decisions affecting their interests.

Railway employees are very much concerned over the impact of "automation", having already experienced the loss of numerous jobs by the introduction of diesel locomotives, central traffic control and many other technological improvements. The employees are progressive and have no desire to obstruct progress but call for even-handed justice for those who invest creative labour with those who invest capital. Industry should be willing to share with them the benefits of modern technology.

For thousands of railway workers Labour Day will be a busy work day as they provide transportation for other citizens taking advantage of the last summer holiday week-end and, while so employed, they will recall with deep appreciation the pioneers of the labour movement who, with great personal sacrifice, laid the foundations for free trade unions; and they will also have a thought for those unfortunate workers in other countries who are economic slaves to the state or the employer.

The economic recession appears to have been halted, fewer workers are unemployed than at this time last year, and consequently more purchasing power is in the pockets of many consumers. We are especially gratified to note the increase in railway traffic and earnings for the first half of 1955.

We join with all labour organizations in supporting the splendid accomplishments of the International Congress of Free Trade Unions in assisting workers in backward countries to establish *bona fide* trade unions.

We recognize that an increasing number of employers give evidence of their care for the common good and of human relations within the industry.

More Auto Firms Sign UAW-Ford Type Contract

Agreements similar to those reached by the United Auto Workers with Ford and General Motors (L.G., July, p. 811) have now been signed by several other companies in the United States automotive industry.

Meanwhile, the Michigan Attorney General has ruled that no law changes are needed to make effective in that state the new layoff plan embodied in the contracts.

A pooled supplementary layoff plan has been established in a contract between the UAW and the Automotive Tool and Die Manufacturers Association, Detroit.

Companies that have signed new contracts with the UAW include: White Motor Company; the Eaton Manufacturing Company, Cleveland; the Detroit plants of Thompson Products, Inc., and the Auto Specialties Company; and the Barcy-Nicholson Company, Detroit. A provision in the Barcy-Nicholson contract allows the company to seek a wage cut if the layoff plan proves too expensive.

The AFL Sugar Refinery Employees Union at a California refinery of the California and Hawaiian Sugar Refining Corporation has also negotiated a supplemental layoff benefit plan, the first in the state. The plan provides for payments, to supplement state unemployment insurance benefits, of 65 per cent of take-home pay from the third through the 27th week of a plant shutdown.

An unemployment security fund has been obtained by the National Maritime Union (CIO) in negotiations with dry cargo, passenger vessel and tanker operators on the East and Gulf coasts. The firms will pay 25 cents a day per man into the fund to provide unemployment benefits which, added to state payments, will make a total of $40 a week for a possible 26 weeks. Payments from the fund will not begin for a year.

The American Velvet Corporation and the CIO Textile Workers have written a "guaranteed annual wage" provision into their existing profit-sharing program. It will pay laid-off workers with ten years' service $10 a week for 26 weeks, the period during which they will be drawing unemployment insurance benefits, and, to employees still laid-off at the end of 26 weeks, $40 a week for another 26 weeks. The company pays 27 per cent of its pretax income into the profit-sharing plan.

Mark 20th Anniversary Of ILGWU in Winnipeg

A dinner attended by union members, representatives from the garment industry, and civic and provincial government officials at the end of June marked the 20th anniversary of the arrival in Winnipeg of the International Ladies' Garment Workers' Union (AFL-TLC) and of its organizer and manager of its Winnipeg Joint Board, Sam Herbst.

A booklet issued to commemorate the anniversary carries messages from Hon. Milton F. Gregg, Minister of Labour, Hon. C. E. Greenlay, Manitoba Minister of Labour, and Mayor George Sharpe of Winnipeg.

Charles S. Zimmerman, a Vice-president of the ILGWU, represented President David Dubinsky at the dinner.

Warns Governments Have No Money of Their Own

A warning that "governments have no money of their own" was voiced by Senator Thomas A. Crerar, Chairman of the Senate's Standing Committee on Finance, in the Committee's most recent report. Senator Crerar pointed out that governments can obtain their money requirements only by "taking it out of the people's pockets in taxes" or by borrowing "so long as they are able to borrow".

"If taxation becomes burdensome, and we believe that this is the case today," the Committee's report said, "the individual's ability to spend and prosper in his own way is curtailed." When Governments have to borrow to meet deficits, "the danger signals are definitely flying".

Pointing out that inflation is still a powerful factor in our economy, Senator Crerar said that there were increasing demands on all governments for more expenditures "to meet needs fancied or real" by sections of the population.

He cited demands from farmers for guaranteed prices for agricultural products, from labour unions for a guaranteed annual wage, from industries exposed to foreign competition for subsidies or more tariff protection and from "well-meaning" groups of individuals for higher welfare expenditures as cases in point.

The Story of

The story of THE LABOUR GAZETTE revolves to a great extent around the trade union movement of Canada. For nearly 30 years from the organization of the first Canadian labour congress in 1873, there was a consistent and constant demand by organized labour, through its central body, for the establishment of a Bureau or Ministry of Labour and, associated with it, a demand for the creation of a monthly journal or gazette to serve as a repository of information about labour for the working man, the industrialist and the general public.

Every labour convention from 1873 pressed for the creation of the Department and its official journal.

At the first meeting of the Canadian Labour Union in 1873, delegates drafted a resolution and forwarded it to Ottawa demanding a Labour Department under a responsible minister of the Crown and demanding the establishment of a gazette. The demand was reiterated at the conventions of 1874, 1875, 1876, 1877 and 1883, each time in stronger and stronger terms. When, in 1886, out of the Canadian Labour Union emerged The Trades and Labour Congress, the new organization, more powerful than any of its predecessors, again and again presented the same resolution, but in a form more explicit and forcible.

Finally aroused, the Government appointed in 1887 a Royal Commission on Capital and Labour to inquire into all the charges made by organized labour throughout the years. A definite understanding was given that witnesses were not to be interfered with, either before or after they had testified before the Commission. In its report to Parliament the Commission stated that a Department of Labour and a labour gazette, so long demanded by organized labour, were essential; it recommended their creation. The first issue of THE LABOUR GAZETTE, September 1900, was presented by the Hon. William Mulock, the first Minister of Labour, to Ralph Smith, the President of The Trades and Labour Congress, meeting that month in Ottawa for its annual convention.

A brilliant gathering of notables witnessed the presentation. The Prime Minister, Sir Wilfrid Laurier, was there accompanied by members of his Cabinet. Present too, rejoicing in the fulfilment of their dreams of emancipation for organized labour, were veterans of the years of fighting, 1866 to 1900, men like John W. Carter, John Hewitt and Daniel J. O'Donoghue.

For the establishment of the Department of Labour and THE LABOUR GAZETTE by the Conciliation Act of 1900 was in a way a major landmark in the history of Canadian labour, a story that had its beginnings as long ago as 1816. In that year Nova Scotia passed an Act similar to a British statute of 1880 that forbade the assembling of workingmen for any purpose whatever; in effect, the Act made outlaws of trade unions; any type of combination of workingmen was forbidden.

That there were unions of a kind in Nova Scotia at that date is indicated by a reference in the Act's preamble to the "numbers of workmen in Halifax and other parts of Nova Scotia who by unlawful meetings endeavoured to regulate the rates of wages". In the 1820's, a meeting of the National Typographical Society in Philadelphia made mention of a fraternal delegate from Nova Scotia.

Other provinces had similar statutes prohibiting assembling by workingmen. And other provinces had unions: there was a printers' society in Quebec in 1827 and one in Toronto by 1831.

The Montreal *Gazette* of 1832 reported the determination of a carpenters' society in Toronto to assemble when necessary to safeguard their welfare "despite the law on the statute book". This apparently marked the beginning of labour's struggle for emancipation from the restrictions of statutes banning assembly.

In the 1850's the English Amalgamated Society of Engineers and the Amalgamated Society of Carpenters, through their New York offices, established locals in Canada. During the next two decades the number of local unions in Canada increased, lodges or local unions being set up by the

THE LABOUR GAZETTE

With this issue *The Labour Gazette* completes 55 years of publication. To mark the event, this brief account of the origin of the Department's official journal was prepared

Knights of St. Crispian, printers, shoemakers, iron moulders, coopers, bricklayers, masons and stonecutters, painters, machinists and blacksmiths, shipwrights, caulkers and sail makers, longshoremen, bakers, and tailors. Some of the centres in which unions were formed were Toronto, Ottawa, St. Catharines, Hamilton and London. Ottawa printers even were able to win a 10-hour day.

It was during the 1860's that men like John W. Carter, Daniel J. O'Donoghue, John Hewitt, J. S. Williams and William Magness appeared on the scene. Despite the ban on assembling, men like these, risking imprisonment as they did so, by writing and distributing articles and pamphlets, by organizing parades, by personal appearances, called public attention to the jailing of 24 printers involved in a "Nine-Hour League" strike.

Such was the public response to labour's appeals that the Prime Minister, Sir John A. MacDonald, facing by-elections in six constituencies, had passed, in 1872, the Canadian Trade Union Act, which relieved unions of the limitations and penalties of the statute banning assembly.

It was during the 1860's, too, that the move towards centralization began in labour organizations. The first national congress of Canadian labour was summoned in 1873.

The demands of the Canadian Labour Union Congress and its successor, The Trades and Labour Congress, for a Department of Labour and a labour gazette found a champion from outside the ranks of labour: a man who early in 1900 had made a favourable impression on Postmaster-General William Mulock when he showed him, before their publication, a series of articles on working conditions in the garment trades that he had written for the Toronto *Mail and Empire*. The crusading writer was Mackenzie King. After completing for the Postmaster-General a report with recommendations on which the Government could act, a report from which stemmed the Fair Wages Resolution of March 1900, Mr. King suggested that there should be a Department of Labour to deal with such problems.

This was something new in the function of Government in Canada; Mr. Mulock had to sell the idea to the Cabinet. But later that year he introduced a Bill—The Conciliation Act, 1900—designed, among other things, "to provide for the publication and industrial information in a *Labour Gazette*".

"It will," he stated in the House, "be a useful publication for all classes concerned in industrial life whether employers or employees and will enable them better to understand not only the conditions affecting their own side but the conditions affecting the side of the other party", and cognate with such an understanding, it was hoped "that parties to industrial conflicts would be more ready to adopt peaceful arguments for the settlement of controversies".

Then, as a sort of necessary after-thought, Mr. Mulock announced that "another object of the Bill is to establish a Department of Labour", one of the chief functions of which was to provide motive power for conciliation machinery. Thus THE LABOUR GAZETTE came first and out of it emerged a new Department of Government.

The Opposition wanted to know if THE LABOUR GAZETTE was to be a party organ. In an age of intense personal journalism, they doubted that altruism was behind the launching of the new periodical, even though its announced purpose was the factual reporting of social and economic conditions. The Postmaster-General was able to silence the critics.

The enabling legislation was quickly passed. The Department of Labour was set up with an appropriation of $10,000 for the remainder of its first fiscal year. Mr. Mulock then held the dual portfolio of Postmaster-General and Minister of Labour. Mr. King was made Editor of THE LABOUR GAZETTE, which duty was later combined with that of Deputy Minister.

In his first issue, that dated September 1900, Mr. King wrote: "THE LABOUR GAZETTE ... is published with a view to the dissemination of accurate information relating to labour conditions and kindred subjects... The matter contained in its columns is intended to be of service to workmen and others desiring reliable data in regard to questions especially affecting labour, and such topics as have a bearing on the status and well-being of the industrial classes of Canada." He also announced that "THE LABOUR GAZETTE will not be concerned with mere questions of opinion, nor will it be the medium for the expression of individual views".

The emphasis at the turn of the century was on the abolition of sweat shops, shorter hours, higher wages, government inspection of factories, better apprenticeship laws, elimination of child labour, free schooling and free school books; and THE LABOUR GAZETTE recorded the struggle for—and the eventual winning of many of—these objectives.

The choice of Mr. King to be the first Editor of THE LABOUR GAZETTE was a wise one: he had gained experience in labour matters from his work with the Rockefeller Institute; he was internationally recognized as an authority on labour and social problems.

Mr. King's choice of Henry Harper, as his assistant, was also a wise one. The two men set THE LABOUR GAZETTE on the course it has followed in its 55 years of publication.

There was a close working alliance between them. Once Mr. Harper wrote to his chief:

As I ran over in my mind the progress already made by the Department and fastened my imagination to see its future, the one formidable obstacle which I saw ever before us was the difficulty of keeping firm in one's convictions in the face of growing clamours for things which one cannot approve, yet which are uttered by people whom you cannot ignore.

The work we do on THE LABOUR GAZETTE allows opportunity for a careful and searching analysis of the industrial and social life of the Dominion. Already I can see the practical usefulness of the work. In addition to the obvious recognition of the claim of labour involved in the creation of the Department, we have it in our power to publish information which would lead to a better understanding all around, as well as to further such movements as arbitration and conciliation, which tend to produce industrial peace.

When, in 1901, Mr. King was absent in Western Canada as an arbitrator, Mr. Harper wrote in a letter to his chief these words:

We should discourage anything that tends to prevent Canadian workers from being good citizens with enough means and leisure to avoid the brutalizing tendency of suppressed bitterness and poverty: this is necessary for that end. I am inclined to believe that healthy rational development will be best furthered by restraining the influences which tend to lower the level of citizenship and the well-being of the workers in a country, in which, as in Canada, the workers are an important element in the governing of the nation. Society must insist upon rules of fairness governing our industrial system and upon frowning down upon the mean man. Let each individual have to himself the reward of his energy, and of his legitimate effort, but let his work be in accordance with the rules of fair play and frown down and banish if need be the mean man.

During the 55 years that it has been in existence, years during which labour has made impressive gains, THE LABOUR GAZETTE has recorded and kept pace with the changing industrial scene. Having reported the winning of many of labour's early objectives, it now reflects the new status of labour in Canada and its place in the continuing social advancement of this nation.

Specialists Obtain Jobs More Easily, Says University President

Despite the praise extended to the liberal arts graduate, "the unalterable fact to date is that the narrowly trained specialist can land a job more easily," the Very Rev. John A. Flynn, President of St. John's University in Brooklyn, N.Y., said in his annual report to the University's board of trustees.

Mathematics and science majors, who have a choice of employment, are the sole exceptions, Father Flynn said.

Labour Force Trends, 1947-1954, in Canada and the United States

One notable trend on the North American continent since war's end has been rapid economic expansion broken by only relatively short periods of adjustment. Impact of development patterns similar in both nations

Rapid economic expansion, broken by only relatively short periods of adjustment, has been one of the notable trends on the North American continent during the past ten years.

Although the patterns of development in Canada and the United States have differed substantially, their impact on the labour market has been surprisingly similar in both countries. Until 1953, employment and the labour forces in both countries expanded at an average rate of about 1 per cent annually. Employment in the non-farm industries increased at an annual rate of 2 per cent or more and employment in agriculture decreased by more than 3 per cent annually. Both countries experienced an employment decline in 1954 which, when combined with the continuing growth of the labour force, resulted in a sharp rise in the level of unemployment. Employment in both countries began to recover at the end of the year and at the beginning of 1955 was higher than a year earlier by about the same proportionate amounts.

Changes in the main components of the labour force are outlined in the table at the bottom of this page, which shows that differences between the two countries were mainly differences in degree. In the period of expansion, total employment increased a little more rapidly in the United States, the average growth being 1·2 per cent per year compared with 1·0 per cent in Canada. On the other hand, non-farm employment showed a sharper rise in Canada than in the United States, the increases being 2·6 per cent and 2·0 per cent respectively. Similarly, agricultural employment declined more sharply in this country than it did in the United States.

The downturn that began in the last half of 1953 had its greatest effect on the non-farm sector, particularly in manufacturing and transportation. Employment in non-agricultural industries decreased to the same extent in both countries. In Canada, however, employment in agriculture increased, contrary to the post-war trend, while in the United States it continued to fall, though at a reduced rate. As a result, the drop in total employment was more marked in the United States than in Canada, and the rise in unemployment was sharper.

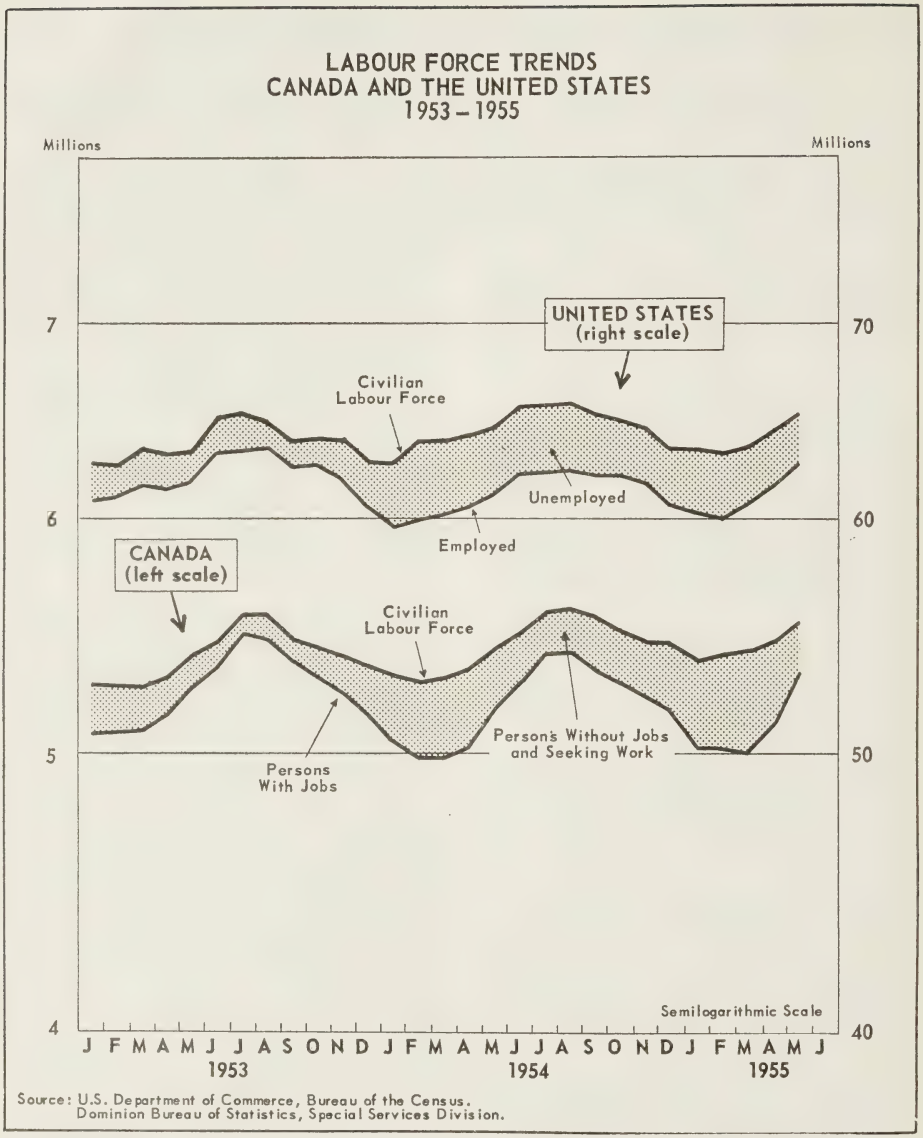
In both countries, all major industrial groups except agriculture shared in the employment expansion that occurred in the period 1947-1953. Heavy investment in new industrial capacity, power projects and the development of new sources of raw material were reflected in construction employment, which expanded by one-third in both countries. There was also a rapid growth in the service and trade industries, the employment increases ranging from 15 to 25 per cent over the six years. In manufacturing, however, the employment growth was relatively small, amounting to 13 per cent in United States and 8 per cent in Canada. Transportation employment increased by more than 10 per cent in Canada but by less than 3 per cent in the United States. Employment in agriculture decreased by 23 per cent in Canada and by 20 per cent in the United States.

The effects of the business contraction in the period 1953-54 were concentrated in manufacturing and transportation. Manufacturing employment in Canada and the United States decreased by 5 and 7 per cent, respectively, and transportation employment decreased by 7 and 5 per cent,

Average Annual Percentage Changes in the Labour Force

	1947-1953		1953-1954	
	U.S.	Canada[1]	U.S.	Canada
Civilian Labour Force	+1.0	+1.1	+1.0	+0.8
Persons with Jobs	+1.2	+1.0	−1.6	−1.0
Agriculture	−3.4	−4.0	−0.9	+1.7
Non-Agriculture	+2.0	+2.6	−1.6	−1.5

[1]Excluding Newfoundland.



Source: U.S. Department of Commerce, Bureau of the Census.
Dominion Bureau of Statistics, Special Services Division.

respectively. Both countries also experienced a decline in construction employment. The long-term decline in farm employment slowed down in United States while in Canada the downward trend was temporarily reversed. Employment in trade remained virtually unchanged, and in the service industry it continued to increase.

In recent surveys the labour force components have shown some tendency to return to the pattern of change that prevailed before the 1953-1954 downturn. A comparison of the first four months of 1955 and 1954 gives the following results:—

Average Percentage Changes 1954 to 1955 (first 4 months)

	U.S.	Canada
Labour Force	+0.3	+ 2.0
Persons with Jobs	+0.7	+ 0.9
Agriculture	−2.8	− 3.2
Non-Agriculture	+1.1	+ 1.6
Seeking Work	−7.7	+16.8

It will be noted that non-agricultural employment increased more from 1954 to 1955 in Canada than in the United States but that the changes in agricultural employment and total employment were

more nearly equal. In Canada, however, the labour force increased by 2 per cent (double the long-term average), while in the United States the increase was considerably less than the long-term average. The number of persons without jobs and seeking work in Canada showed an increase of 17 per cent over the year, while in the United States unemployment decreased by 8 per cent.

Comparative changes in the labour force during the past two years are shown in the accompanying chart. This chart shows that seasonal employment and unemployment fluctuations are considerably greater in Canada than in the United States. The difference is mainly attributable to greater seasonal variation in Canada among such industries as construction and transportation. Seasonal variations in agricultural employment, however, were slightly greater in the United States than in Canada during the past two years.

It is also evident from the chart that during 1954 unemployment in Canada (as a ratio of the labour force) was smaller, on the average, than it was in the United States, although the unemployment level in Canada was considerably higher during the winter months.

84th Annual General Meeting of the Canadian Manufacturers' Association

Six conferences comprise program: on employer-employee relations, trade and economic progress, transportation, scientific research and industrial design, management development, selling and purchasing. Hon. Milton F. Gregg again a guest speaker, opens one of conferences

"Industry—Keystone of Canada's Economy" was the theme of the 84th annual general meeting of the Canadian Manufacturers' Association, held in Montreal May 25-27. Industrialists from all parts of Canada attended.

Making up the program were six conferences, each dealing with a specific subject or group of related subjects, on employer-employee relations, trade and economic progress, transportation, scientific research and industrial design, management development, and selling and purchasing. Among the speakers were Cabinet Ministers and other government officials, management of some of Canada's largest industrial organizations, representatives of the wholesale and retail trades, and scientists and educators from Canada, the United States and Great Britain.

Guest speakers included Lord Adrian, O.M., F.R.S., M.D., F.R.C.P., Master of Trinity College, Cambridge, President of the Royal Society and Immediate Past President of the British Association for the Advancement of Science; Dr. Leo Wolman, Professor at Columbia University and member of Research Staff, National Bureau of Economic Research, New York City; M. S. Fotheringham, President and General Manager, Steep Rock Iron Mines Limited, Atikokan, Ont.; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; and Hon. Milton F. Gregg, Minister of Labour.

CMA president, J. A. Calder, and Councillor J. R. Sullivan, on behalf of the Mayor of Montreal, welcomed the members.

At this meeting, said Mr. Calder in his opening remarks, new ground is being broken in that subjects are being discussed that have not been dealt with in the past.

Membership of the CMA totalled 6,477, April 30, 1955, it was reported at the meeting.

President's Address

"Nobody but a professional pessimist would have the slightest doubt that Canada's star is still in the ascendancy," said the retiring CMA President in his annual report.

Speaking at the annual dinner, Lt.-Col. J. A. Calder, Vice-president and Treasurer, Imperial Tobacco Company, stated that Canada's economy is "virile" and, he forecast, "although it will go into the record books as another testing and competitive period, 1955 will be a good year".

Looking to the future, Mr. Calder saw immense possibilities under our existing system.

"We can see opening before us the vista of an almost new industrial age, applying the potential of peaceful atomic power, the benefits of developing automation, and the greater stability which increased industrialization will bring to the Canadian economy."

Stating that "unemployment of the present existing proportions cannot be accepted as a normal state of affairs," Mr. Calder analysed the contributions to a solution which can be made by management, labour and government.

Management, he believed, has the responsibility of intensifying its efforts to stabilize and expand employment. He suggested that management organize its operations with a view to promoting maximum regularity and continuity of employment; that it develop new products and new techniques through applied research; that it increase its efficiency, reduce costs and eliminate waste.

Turning to labour's contribution, Mr. Calder said: "Reduction of costs and increase of efficiency can only be achieved if labour recognizes that wages must be geared to productivity, and that the present high Canadian standard of living can only be maintained, let alone increased, if Canadian products can compete successfully both at home and abroad with the products of other countries where wages are much lower than Canadian wages and where, in many cases, the competing goods are produced or marketed under the protection or with the assistance of controls or subsidies which are unknown in Canada."

Mr. Calder referred to five different fields in which the Government can make direct and substantial contribution towards the unemployment problem, adding that the Canadian Government has already taken action in all five.

The five fields he referred to were: fiscal policy, taxation, imports, immigration, and public works.

Mr. Calder suggested that the Government exercise its powers of monetary, credit and exchange control in such a way as to increase employment.

He submitted that the present tax reductions are "hardly sufficient in themselves to provide a full measure of incentive to efficiency of production, or to provide Canadians with a substantial increase of purchasing power, calculated to give a fillip to employment".

Mr. Calder also suggested that adequate safeguards be provided against unfair competition by a strengthening of the Customs Act.

He recommended that "our national immigration policy be designed to provide an increased and continuous flow of selected immigrants to broaden the home market and reduce our present overdependence on exports".

Finally, he suggested a program of public works.

The retiring President suggested that the general public play its part in helping to solve the unemployment problem by adopting a policy of buying "Made-in-Canada" goods and by timing maintenance and new construction work, as well as purchases.

To the pessimists—the "economic morticians"—Mr. Calder suggested that "we should occupy ourselves with what is going to happen tomorrow and put the immediate past where it belongs, in the history books, where it is available for comparison but not for worry."

Employer-Employee Relations

The employer-employee relations conference opened with an address by the Hon. Milton F. Gregg, Minister of Labour, who spoke on the employment situation. Other speakers and their topics were: F. D. Mathers, "Stabilizing Employment—How Far Possible?"; E. H. Walker, "Automation—Its Personnel Aspects"; L. A. Forsyth, "Wage Levels—Their Effect on Employment"; Harry Taylor, "Some Characteristics and Principles Involved in Guaranteeing Wages"; David M. Molthrop, "Your Stake in the Guaranteed Annual Wage"; Stuart Armour, "The United Automobile Workers Guaranteed Employment or Wage Plan and the Canadian Economy"; R. G. Flood, "Planning and Negotiating (a labour contract)"; T. H. Robinson, "Administering (a labour contract)"; and C. B. C. Scott, "Facing a Strike".

Co-chairmen of the panel were Ian F. McRae, Vice-president, Canadian General Electric Company, Limited, Toronto, and H. J. Clawson, Director, Industrial Relations, The Steel Company of Canada, Limited, Hamilton.

Hon. Milton F. Gregg

The Minister of Labour spoke on employment and unemployment in the Canadian economy.

It has been asked, said Mr. Gregg, particularly during the past winter, why in a country as rich and prosperous as

Canada we should have so many unemployed. For example, last winter, which was the second best year for business, with the gross national product only two per cent below the 1953 record levels, the country experienced the highest levels of unemployment since before World War II, he said.

To understand this paradox, Mr. Gregg said, it was necessary to recall the events following the outbreak of the Korean War. Expenditures on preparedness led to a sharp expansion in employment and in the two years after the war's beginning there were shortages in a number of skilled occupations. By the post-Korean peak in July 1953, total employment had increased by 430,000. It was inevitable that there would be maladjustments in some industries that would later require correction; this took place in 1953 and 1954.

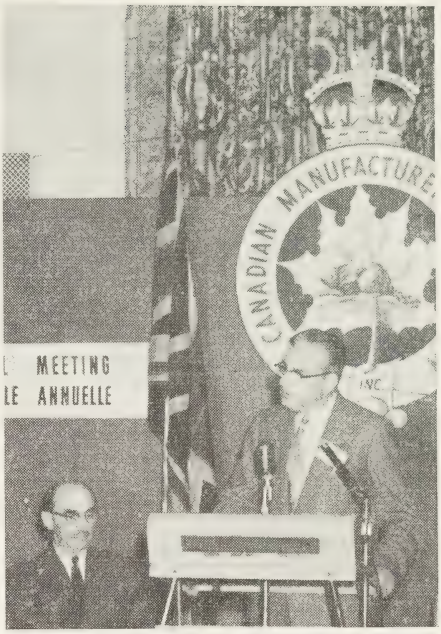
In expectation of rising prices and material shortages, he continued, business built up inventories and consumers bought durable goods and clothing in unusually large quantities. Governments stock-piled materials as a national defence measure. Other countries required increasing quantities of Canadian raw materials.

With rising prices, Canadian producers, in many cases, perhaps let their costs get farther out of line, he said.

This economic flood was bound to ebb, Mr. Gregg continued. During 1953 and 1954, Canadian producers began encountering competition in both export and domestic markets. They sought ways and means of bringing their costs and in many cases tightened up on their utilization of manpower. Inventories were reduced to get stocks down to more manageable proportions. Consumers shifted some of their expenditures from durable goods, clothing and textiles to services. Businessmen spent less heavily on machinery and equipment; the resources development program slackened. Farm cash income fell some 14 per cent as a result of the poor grain crop in 1954. At the same time, government defence expenditures, instead of going up, began to reach a plateau.

Fortunately, the Canadian economy was able to weather the adjustment without setting in motion any vicious downward spiral of falling expenditures, income and employment, Mr. Gregg stated.

In the United States, similar developments were taking place but slightly in advance of their occurrence in Canada, he pointed out. As the United States is Canada's largest customer, developments there had an important effect on the Canadian economy. Since the summer of



Hon. Milton F. Gregg
Introduced by Chairman Ian F. McRae

1954, the level of economic activity in the United States has shown a marked recovery and, similarly, there have been increasing signs of recovery in Canada since the autumn of 1954.

Industrial production in February of this year was eight per cent above last year, while labour income was up by about $34,000,000. Total exports in March of this year were 10·5 per cent higher than March last year. By mid-April, employment was 117,000 higher than in April last year, while the number of those without jobs and seeking work had declined to 327,000, or only 21,000 higher than a year ago.

"In other words," the Minister declared, "there is very little doubt that the Canadian economy is on the road to recovery." He continued:

> My colleague, the Minister of Finance, has predicted that we should have an increase in national production this year of five to six per cent over 1954.
>
> I would not want to suggest that this level of unemployment is satisfactory. In March, unemployment, as measured by both NES registrations and the labour force sample survey, reached a postwar peak. This paradoxically occurred at the same time that employment was increasing. It is this kind of paradox which has led some people to claim that I have been engaging in double talk. There is no mystery associated with having increasing employment and unemployment at the same time, as some newspapers have alleged.

To understand why this can happen we must remember that our labour force is made up of the employed plus the unemployed Thus, for example, if the labour force increases by 100,000 during the year and employment increases by only 50,000, unemployment will therefore have increased by 50,000.

In fact, this is just what has been happening in Canada over the past winter. In March of this year, the labour force was 109,000 higher than last year but employment was only 29,000 higher. Unemployment, therefore, also increased by 80,000. This contrasts with the picture a year ago, when most of the increase in unemployment during the winter of 1953-54 came largely as a result of a decline in employment.

Factors responsible for the recent substantial increases in the labour force, Mr. Gregg noted, are: (1) the increase in the proportion of the adult population working and seeking work; (2) an increase in the number of young people entering the labour force; and (3) immigration, although the effect of immigration was much less in 1954 than in 1952-53. Another factor is the increase in productivity, he said, pointing out that "increasing productivity essentially means that fewer workers are required to produce the same output". He continued:

The growth of productivity is a necessary and healthy development but, nevertheless, it has meant that Canadian industry has recently been able to increase output without equivalent increases in employment. For example, industrial production was up by eight per cent between February 1954 and February of this year, while industrial employment did not increase.

In my opinion these increases in productivity are a necessary feature of industrial progress and they also make it possible for Canadian industry to compete without lowering wages or the standard of living.

On unemployment, the Minister said there was a need to provide for the unemployed and also the need to create jobs and to maintain as high a level of employment as possible.

"The policy of the Government of Canada," he said, "is to create a favourable economic environment in which employment will be maintained at reasonably high levels."

Government activities that contribute to this objective, he said, were: the development of favourable markets for Canadian exports, assistance in the development of natural resources, the development of efficient employment exchanges, and many others. Fiscal and monetary policy are important tools: when, after Korea, "the economy suffered from inflationary pressures, the Government ran a substantial surplus'.

Later when demand and supply forces were in approximate balance, the budget was also balanced and this year we shall probably have quite a deficit, which will assist in stimulating expenditures and hence employment. We still have to spend very large sums of money on defence: this directly employs some 120,000 men and women in uniform, about 50 odd thousand civil servants working with them, and very many more thousands in defence construction and production.

This year the Government has planned a substantial increase in its expenditures on useful public works projects. Now that the winter is over and the construction season is getting into full swing, this program, added to the high levels of private investment, should help to raise employment.

The Minister referred to the Association's co-operation during the past year in seeking to increase winter employment and expressed the Government's gratitude. Much progress has been made, he believed, in experimenting and developing measures designed to create more winter jobs. Government departments are following the policy, he said, of trying to time their construction and procurement expenditures in a way that will add to winter employment. In this effort the federal Government is co-operating with the provinces, organized labour and organized industry.

It is not possible to have jobs for all just when they want them, Mr. Gregg said, and so provision has been made for tiding those who have no jobs or other means of support over periods of unemployment. Mr. Gregg then referred to the recent amendments to the Unemployment Insurance Act.

As the theme of the annual meeting suggests, the emphasis should be on employment and not on unemployment, declared Mr. Gregg. While he did not suggest that employment problems in all industries will completely disappear during the coming months, he was able to report that employment is increasing and is likely to continue to do so in view of the recent signs of improvement in the economy.

In conclusion he said:

I look forward with confidence to the economic and employment outlook. There is little doubt that national income and employment will continue to rise over the coming year. At the same time, unemployment will lessen in intensity, although we cannot expect it to reach the low levels characteristic of the post-Korean period for some time to come.

F. D. Mathers

"Stabilizing employment," said F. D. Mathers, President, Royal City Foods Ltd., New Westminster, B.C., "can be of two kinds: first, stabilization during economic cycles or, secondly, stabilization between summer peak and winter valley." It was the latter—seasonal unemployment—which he was speaking on.

Because of Canada's geographical location there are large swings in climate which, in turn, make for wide fluctuations in employment, he said. Roughly 7 per cent fewer people are employed in winter than in summer. Our problem is to find winter work for this 7 per cent. Involuntary winter idleness is not only an economic loss but the human misery it causes is greater.

Seasonal unemployment varies geographically and also by industries, Mr. Mathers pointed out, and to obtain a closer grasp of the problem it is necessary to study it by industries. The industries contributing most heavily in numbers to seasonal unemployment are five: agriculture, construction, logging, retail trade and fruit and vegetable processing.

In seeking a solution, said Mr. Mathers, it should be kept in mind that nothing would be gained by transferring those people laid off to all-year-round work in the winter because when they were needed the following summer for seasonal jobs they would not be available.

Many employers have taken steps to lessen the effects of seasonal fluctuations in the demand for their products. Firms active in logging and sawmilling have integrated bush and mill work as far as possible and have endeavoured to lengthen the cutting season. A number of industries, notably fruit and vegetable canning and summer hotels, employ persons in the busy season who do not want all-year employment, such as students and housewives. This, however, does not reduce seasonal unemployment because the workers involved usually leave the labour force when their jobs end.

Stockpiling of raw materials and sometimes of finished products has been helpful, Mr. Mathers said, in reducing seasonal employment variations in sawmills and pulp and paper mills.

Among other methods suggested by Mr. Mathers were:

Deferring maintenance and repair work until the slack season;

Granting vacations in the off-season;

Diversifying production as much as possible;

In building construction, completely covering the building by the winter and then continuing work on the interior; calling of tenders, especially on government contracts, in the fall so that construction could begin in early spring; encouraging the public to have inside construction work done in the winter;

In logging, better planning of cutting operations, greater mechanization and the building of all-season roads to facilitate transportation;

In canning and food processing, better selling techniques, the addition of non-perishable lines and storing non-perishable raw materials for later processing;

Increased mechanization of fishing fleets and processing plants;

Diversification of products or activities in the women's clothing, agricultural implements and shipbuilding and repairing industries.

As can be seen, Mr. Mathers concluded, the problem of stabilizing employment is not easy. "There is no single solution. The answer is in many solutions, all of which are within the ingenuity of man. Each industry must deal with the problem itself. We need the close co-operation of the Government, which we are getting, and we also need the close co-operation of labour, and I am very hopeful that we will be able to alleviate seasonal unemployment."

E. H. Walker

"It would seem to me," said E. H. Walker, President and General Manager, McKinnon Industries Limited, St. Catharines, Ont., "that the effect of automation in regard to its personnel aspects will be to increase our standard of living; to increase our ability to compete in the world markets; to allow our country to grow; to create more jobs; to lighten the work of our people, not only during working hours and years, but throughout old age. It will make us stronger in the defence of our country and in the defence of the way of life we hold so dear."

He said "automation" was a newly-coined word to describe a development that has been gaining momentum since the industrial revolution. History, he said, shows how during the industrial revolution in England, people broke into factories and destroyed machinery, fearing that if machines produced articles formerly made by hand there would be fewer jobs. Had the owners of those factories and machines not had the courage to go back and build

them up again, the descendants of those rioters would have a much lower standard of living than they now enjoy today.

At McKinnon industries, 26 years ago, said Mr. Walker, 710 persons were employed; today there are 5,416. During each of those 26 years, many new approaches to better processing, some of which could be called automation, have been effected. Production today is more efficient; less manpower units of work per unit of production are used, yet well over seven times as many persons have been put to work in their plants. "Automation," declared Mr. Walker, "comes from evolution, not revolution. It is a build-up of manufacturing 'know-how'."

Speaking from actual experience, automation provides more jobs, lightens work and results in a higher standard of living, Mr. Walker said.

"In my experience, I do not recall a single case where the end result has not been to the advantage of the worker, the customer and the shareholder."

L. A. Forsyth

Mr. Forsyth, speaking on wage levels and their effect on employment, observed that the subject, taken by itself, is a straight economic one.

He based his address on the proposition, which "emanates in many instances on many occasions from trade union circles, namely, that if there is unemployment the reason is that there is too little purchasing power, and the way to cure this is to raise wages".

This postulate, like many others, said Mr. Forsyth, is one that can be vigorously defended and just as vigorously attacked. The conclusion which one reaches will depend in large measure upon the objective which one is committed to support. He preferred, he said, to examine the proposition from the practical point of view because he thought that any proposal that will not stand up to the practical test must be rejected.

Looking back over the economic history of Canada since the turn of the century, said Mr. Forsyth, shows that wage rates have increased tremendously and that the working force has shown corresponding growth. "The question is whether or not there is a relationship betwen these two undoubted facts—the highest wages in our history and the greatest number of people working."

A superficial examination would lead to the conclusion, he said, that there is a circular proposition here, which might be stated as follows: "A general increase in wages stimulates the demand for goods and services, and an increase in demand for goods and services requires greater production and, as a consequence, more employment."

It is reasoning commonly accepted in some quarters, said Mr. Forsyth, but he was not so sure of its soundness. If Canada's economic history is studied in detail, it will be seen, he said, that the most rapid advances in wage rates have occurred in the years following the outbreak of war. "During such periods the demand for goods and services is insatiable and the manpower to produce the goods and services is limited."

Costs and selling prices also enter into the picture, said Mr. Forsyth. "Production for the wasteful purposes of war, and perhaps for the somewhat less wasteful purposes of keeping alive from day to day, must be forthcoming—at any price."

These are the conditions, he said, that have sparked the major increases in wages, and the resultant price levels have, in the main, been sustained in the periods that followed.

The conclusion, then, said Mr. Forsyth, "is that what generates employment is not necessarily a high level of wages, although the high level of wages usually accompanies a high level of employment, but it is the demand for goods and services and the ability to supply them at a cost that people can afford."

In a period of normal, competitive business conditions, he continued, the logical conclusion is that an increase in wages in any segment of the economy will depend on the ability to dispose of the product produced, at cost or better. This problem is simplified, he said, because Canada has, to a notable degree, an export economy.

"The whole complicated argument as to the effect of a wage increase in a closed economy, separated from the rest of the world, has almost no relevance at all to the Canadian position." This point, he thought, should be stressed.

> The representatives of labour unions argue very strongly that Canadian wages should equal United States wages, and when they make that argument they start from a postulate that I can't accept, namely, that all conditions in the two countries are the same. They assume—they must assume—equal productivity of labour, equal technology and equal markets. All of these factors in Canada are certainly at variance with those which obtain in the United States. The argument, therefore, ignores the underlying facts upon which the premise is built.

From his point of view, the assumption that wage increases result in increased

employment depends upon particular circumstances which are difficult to realize and even more difficult to predict.

Because we live in an acquisitive society —"the large majority of us can be motivated by a promise of tangible rewards"— I do not think that we have ever seen or ever will see production which approaches our ability to consume, he said. "There is a tremendous latent or potential demand for goods and services."

The secret of our improved standard of living, said Mr. Forsyth, depends not upon wage rates, as such, but upon the number and type of articles that the wages can acquire for the wage-earner, and this, in turn, depends upon the number of units of human energy required to produce a commodity.

The level of employment in any particular industry depends upon the utility of the article produced at the price at which it is offered. "There always has to be a balance between the value put into an article in its making and the value of the article to the consuming public."

Right now, said Mr. Forsyth, we have in Canada a number of industries which have been described as depressed and yet those industries are paying the highest wage rate they ever paid in their history.

Competition from alternative materials or from the same materials produced in other countries has resulted in a reduced demand for the products of domestic industry. The number of persons employed in these industries has, as a consequence, been reduced. The fact of the matter is that the cost of the articles produced in our Canadian plants is out of balance with the price at which the article can be sold.

Restoration of ability to compete can be accomplished only by bringing the value of the domestic article into line with its competition. This does not mean that wages must be lowered. If, for example, some scheme were developed by which the units of productivity could be increased, competition would be restored and employment would increase.

If there is any increase in wages which is not accompanied by an increase in productivity, then the price of the article produced must increase correspondingly.

If such a condition is accompanied by a general increase in purchasing power, then it follows that the demand may remain constant, because people can still afford to buy. If there is no increase in over-all purchasing power to offset the increased cost, then demand must drop and employment will be impaired in the industry which raised wage levels.

On the other hand, if an increase in wages is based upon an improvement in productivity, then the labour content per unit of production is reduced and the relative ability to acquire goods and services is increased.

Canada is today producing some products which, in terms of the methods of production, have changed very little since the days of our grandfathers, said Mr. Forsyth. These articles have increased in price so that, relatively speaking, they still represent the same number of wage hours as they did many years ago. But articles in respect of which technological improvements have resulted in a significant increase in productivity have become cheaper in terms of wage hours, and it is in these commodities that the standard of living has improved, he said. "To the extent that we have reduced the number of labour hours, so have we increased our ability to acquire the articles produced."

Mr. Forsyth continued:

It can be assumed that under certain conditions an increase in wages will result in increased employment, if such an advance is accompanied by an increase in productivity which allows more units of production to be consumed.

By this same token, then, I think it can be contended that an increase in wages which is not related to the ability of the market to absorb the product can actually be the cause of lower employment.

Mr. Forsyth then summarized his conclusions:—

1. There must be a balance between wage rates and productivity; they must always be related. Their effect on employment or unemployment will vary favourably or unfavourably just as they operate favourably or unfavourably in the realm of productivity.

2. If that pattern gets out of balance there is not much that you or I can do to bring it back into balance but natural forces will come into play that will automatically tend to correct the situation.

Finally, he suggested that employment is more closely related to technology than it is to the level of wage rates.

Guaranteed Annual Wage

Harry Taylor

"If a guaranteed wage plan or a guaranteed annual wage plan is to be included in a union contract, it will require a great deal of new contract writing and revisions, not only in seniority but in many other areas," according to Harry Taylor, Manager, Industrial Relations, Union Carbide Canada Limited, Toronto. He was speaking on "Some Characteristics and Principles Involved in Guaranteeing Wages".

Unlike some things, said Mr. Taylor, a guaranteed annual wage is not something

that can be thought of as black or white. It has many shades and overtones that cannot properly be dealt with by broad, general, all-inclusive references.

Whether called guaranteed wage, guaranteed employment or supplementary unemployment insurance, what is really meant is "continuity of income, either in whole or in part, which arises directly or indirectly out of a work relationship". A guaranteed annual wage is really an expansion or extension of guarantees for lesser periods and so for all practical purposes they should be considered together. Both involve a guarantee of employment or payment of wages in lieu of employment and to that extent are concerned with continuity of income.

Guarantees, said Mr. Taylor, may roughly be classified into three main types or groups:—

The guaranteed wage, under which the employer undertakes in advance to continue to employ and provide work for specified periods such as an hour, day, week, month, quarter or year, or some multiple of such period, for those of his employees covered by the guarantee or in the alternative to pay agreed-upon wages in lieu of work;

The layoff notice, under which the employer undertakes in advance (a) to give his employees advance notice, such as a week, month, etc., of an impending layoff and (b) to provide them with work or pay in lieu of work during the notice period.

The layoff, dismissal or separation wage, under which the employer undertakes in advance and regardless of notice to pay a predetermined rate or amount of wages to those of his employees covered by the guarantee when employment is terminated by the employer.

There is a fourth type, he explained, operated under such names as "advanced wage plan" under which the employee receives wages somewhat similar to some salesmen's drawing accounts. This is not so much a guarantee as a redistribution of actual earnings, which includes advance payments against future earnings.

In the case of the guaranteed week, Mr. Taylor explained, the guarantee would have to be met each week by itself for whatever number of weeks is guaranteed. This may be a separate guarantee or coupled with a layoff guarantee as in the UAW plan.

There are also total hours guarantees, which may be met any time during a specified period. In any hours guarantee there is always the question of whether hours are limited to straight-time hours and whether overtime hours, which are paid for at time-and-a-half, count as one hour or as one and one-half hours.

Most companies, Mr. Taylor continued, have call-in and reporting-time guarantees. In most cases these short guarantees are not absolute and are usually subject to certain qualifying conditions.

The principle involved in lay-off notice is not new in Canada, Mr. Taylor noted. It was a requirement under National Selective Service Regulations during the Second World War and is provided for by statute in some western provinces now.

Apart from the main types of guarantees, there are a great many variables in plans themselves, Mr. Taylor pointed out. These include eligibility requirements such as length of service, class or classes of employees to be covered, proportion of wages to be guaranteed, duration of guarantee, the conditions under which the guarantee does not apply and a number of other factors. These factors may be varied to a point where there are almost unlimited possible combinations.

The basic considerations for examining a plan can roughly be reduced to four: (1) who are to be covered by the guarantee? (2) what is to be guaranteed? (3) for how long? and (4) under what conditions?

Variations in any one of these will increase or decrease the risk involved, such as relieving the employer of payment where his failure to provide work is beyond his control, eligibility requirements to qualify, financial limitations, etc.

In general, observed Mr. Taylor, the greater the guarantee in terms of time and money, the greater the need for suitable safeguards and over-all limits.

There are unlimited combinations, also, which may be used to develop plans, such as workmen's compensation, unemployment insurance, sickness benefit, holidays with pay, leaves of absence with pay and many others. While they have not all been labelled as guarantees, are they so far away? Mr. Taylor asked. "Directly or indirectly they form a part of income guarantee."

David M. Molthrop

Some of the complications involved in the operation of a guaranteed annual wage, with particular reference to its application in the United States, were pointed out by David M. Molthrop, Executive Vice-president, Northwestern Ohio Industrial Council, Toledo, Ohio, at present on loan to the United States Chamber of Commerce as Employment Stabilization and Guaranteed Annual Wage Specialist.

Mr. Molthrop was of the belief that it would squeeze out small industries and thereby create monopolies.

He also expressed the opinion that it would lead to unemployment, and quoted figures to show that in Italy, where a guaranteed wage law is in operation, employers are discouraged from hiring workers and unemployment has resulted.

Stuart Armour

Are the guaranteed employment and wage proposals of the United Automobile Workers designed to further the interests of Canada and Canadians?

Because of the important differences between the Canadian and United States economies, they will not, was the opinion firmly expressed by Stuart Armour, Economic Adviser to the President, The Steel Company of Canada, Limited, Hamilton, Ont.

Contracts covering guaranteed annual employment or wages for all Canadian workers in every industry could only be implemented if there were a guaranteed market for all Canadian products, both raw and manufactured, said Mr. Armour, and no such guarantee is possible under conditions prevailing in the world today.

"Guaranteed annual employment or wages if restricted to selected industries, such as the manufacture of automobiles and parts, would mean that workers in those industries were being subsidized by all other Canadians, however or wherever employed," he added.

"Most important of all, guaranteed annual employment or wages secured by contract would induce a disinclination on the part of employers or prospective employers to assume unpredictable liabilities to pay wages irrespective of the level of employment. If Canadian industries became reluctant to increase the number of their employees, then the prospects for employment in retail and all other trade in this country would also be reduced."

Canada's remarkable progress, especially in the last decade, has been achieved through the large-scale use of venture capital, Mr. Armour said, and today the need for such capital is greater than ever if this progress is to continue.

It might not be out of place, he said, to put employment in the Canadian automotive industry into perspective before enlarging on the differences between the Canadian and United States economies. In the years 1950-54, wage earners directly employed in the automotive industry in Canada never rose above 5·2 per cent of the total wage earners employed in manufacturing and at times fell as low as 4·5 per cent. Figures for this period in the United States were 5·8 and 4·8 per cent, respectively.

Stated by Mr. Armour as the first and most important difference between the two countries is the size of the populations. On the average, in 1950-54, Canada's population was only 9·2 per cent of that of the United States. "We Canadian industrialists," he said, "have to operate alongside a giant grown great upon the use of mass production and distribution techniques. We must try to compete with that colossus at home despite our inability, generally speaking, to match his methods of production or sales."

Mr. Armour then reviewed Canada's economic capacity to keep pace with the United States. In the five-year period 1950-54, the average physical volume of gross national product per capita in Canada was 69·6 per cent of the United States.

Domestic sales of new automobiles in the United States in the same period were, on the average, 34 per 1,000 of population. In Canada, they averaged 21·7.

Since the Second World War, he stated, a number of rigidities have been built into the economy which have tended to increase the immobility of the labour force. "If ours should cease to be a dynamic economy by reason of our acceptance of a proposal which would tend to inhibit the future growth of industrial employment and add to labour immobility, then we may be perfectly certain that in time it will become a static economy. If we bring about economic stagnation in Canada, then social retrogression rather than progress will become inevitable."

In the matter of unemployment insurance, in spite of economic disparities, Canada compares very well with the United States, Mr. Armour said. In comparing economies, family allowances, too, must be taken into account, he said, "since they not only add to production costs but they provide help for the married unemployed Canadian with children, more generous than the average of that prevailing in the United States. Yet Mr. Reuther and his Canadian colleagues have chosen to ignore that salient fact in their drive to impose a United States-inspired guaranteed employment or wage plan upon us."

Your Labour Contract — The New Look

The final session of the Employer-Employee Relations Conference was devoted to consideration of the labour contract.

The three speakers taking part were R. G. Flood, Manager, Union Relations, Canadian General Electric Company Limited, Toronto, who discussed "Planning and Negotiating"; T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company, Montreal, who dealt with the administering of the contract; and C. B. C. Scott, Director, Personnel and Industrial Relations, Massey-Harris-Ferguson Limited, Toronto, whose subject was "Facing a Strike".

Trade and Economic Progress

"More Trade—The Fulcrum of Economic Progress" was the theme of the conference on trade and economic progress, where eight speakers examined various aspects of Canada's economic progress.

Co-Chairmen of this conference were W. K. Leach, President and General Manager, The Volta Manufacturing Company, and H. V. Lush, President, Supreme Aluminum Industries.

Opening Address

W. Frederick Bull, Deputy Minister of Trade and Commerce, in an introduction to the subject, stated that the two characteristics which have been paramount in fashioning the size and content of Canada's foreign trade are the ample and varied natural resources and the relatively small population.

Mr. Bull described briefly the actual make-up of Canada's export and import trade, concluding that over the next few years Canada will depend more and more on the growth of foreign markets to absorb our growing output.

F. L. Marshall

"Hard, determined, courageous thinking, planning and action, based on enlightened self-interest, are definitely required if we are to achieve and realize strength and prosperity through more world trade," said F. L. Marshall, Vice-president in charge of exports for Joseph E. Seagram and Sons.

Canadian industry "has not been wholly free" from complacency on exports, nor has it exercised "even reasonably due diligence" to realize on sales opportunities through new world outlets, he added.

Canadian manufacturers can develop greater total exports sales and markets, and hold them, "through supplying products of uniformly maintained good quality, at prices competitive for equal quality, backed by courteous efficient service, reasonable financing and, in some instances, ultimate local advertising and promotion support," Mr. Marshall declared.

However, he reminded his audience, this can only be so provided that Canada establishes for its customers the means to pay for these exports through the reasonably free purchase of such of their countries' products as constitute sound value.

R. M. Brophy

The President of Philips Canadian Industrial Development Company, R. M. Brophy, considered some of the relationships between industrial development and foreign trade.

He suggested a more aggressive approach by Canadian manufacturers in matters of research and an increase in the export of business and technical know-how.

While he foresaw that Canada "may be relatively less dependent on the vagaries of foreign trade in the future," Mr. Brophy stated that the die is cast in so far as Canada's importance as a world supplier of raw and semi-processed materials is concerned.

"Concurrent growth of a well balanced domestic market," concluded the speaker, "and the adoption by government and industry of policies and plans which make for sound industrial development are matters of first importance to every Canadian."

James Stewart

"Those who look at fiscal policy as a panacea err as much as those who some years ago thought that one could steer the development of a country by an 'appropriate' central bank policy," said James Stewart, President, Canadian Bank of Commerce. He was discussing fiscal policy in relation to economic progress.

He added, however, that "equally wrong are those who fail to recognize that fiscal policy is a most powerful instrument if properly co-ordinated with other measures of government policy influencing economic development".

Mr. Stewart also reminded the delegates that a budget is a political act as well as a set of fiscal decisions and that it must be viewed by standards of political economy.

Noting that a high level of employment is a major general policy of the Government, Mr. Stewart suggested that such a social objective does not prevent structural changes causing temporary instability for some.

Dr. Dwayne Orton

"Business is a social as well as an economic institution with principles, goals, and practices which are moral and social as well as economic," stated Dr. Dwayne Orton, Editor of *Think* and Educational Consultant, International Business Machines Corporation.

Dr. Orton defined "know-why" as dealing with the "underlying basis of the American economy, with the fundamental motivations underlying our phenomenal development of wealth".

He said American know-why was founded in the faith that the economic process of exchanging products and services is a means to better human relations; was rooted in the faith that the motive of service to people is good business as well as good human relations; and was sustained by the faith that human values are supreme and that they will win out in the struggle against materialism.

"Trade is not primarily the exchange of goods and services," said Dr. Orton, "it is a process of human relations in which goods are the means to the end."

To the three orthodox dimensions of business—to produce goods and services, to utilize and reward capital investment, and to provide and reward labour—he added a fourth: to practise the economic dimensions as to make the whole enterprise serve the general welfare.

"Capital and management should share in the increased fruits of productivity but the great consuming public who do the work and who buy the products are the key factor in the capitalistic economy," he said.

Louis Rasminsky

Louis Rasminsky, Deputy Governor, Bank of Canada, described the purposes, policies and procedures of the International Bank for Reconstruction and Development, of which he is Executive Director for Canada.

Noting that it is beyond the capacity of any single institution to solve the problems of the under-developed countries, Mr. Rasminsky stated that the World Bank is making a distinctive contribution through its own lending, through the technical help and advice it gives, and through its encouragement to private capital to participate in the economic development of the less developed parts of the world.

Drummond Giles

"If the national economy is to be a prosperous one, it must be progressive, which means that it must have the flexibility to enable it to respond readily to stimulus to change," said Drummond Giles, President and General Manager, Courtaulds (Canada) Limited.

Speaking on the topic "Does Long-range Prosperity Demand Short-run Sacrifice," Mr. Giles noted that such changes nearly always hurt someone, "but the alternative is stagnation, and probably even more painful changes in the long run".

Suggesting that a reappraisal of Canada's economic policies is long overdue, he outlined some of the problems that the Royal Commission on Economic Prospects should examine before the adoption of policies calling for sacrifice from anyone.

Hugh Crombie

Hugh Crombie, Vice-president and Treasurer, Dominion Engineering Works Ltd., described free trade as "impractical policy" and called for "adequate customs tariffs".

A past president of the CMA, Mr. Crombie said that "however attractive the principles of free trade amongst all nations may appear, it is an impractical policy for any one nation to follow under the conditions prevailing throughout the trading world today".

If Canada is to remain one of the leading industrial nations of the world, warned Mr. Crombie, the manufacturing industry "must have access to ever-widening markets, adequate customs tariffs will continue to be required, and the dumping or unloading of foreign goods on the Canadian domestic market must be discouraged".

He also advocated a "buy-in-Canada" policy.

"Considering the chain reaction of employment in Canada it would appear to be in the national interest to buy in Canada even though the price of the Canadian goods was slightly higher than the laid-down price of the imported goods," he said.

Transportation

The transportation conference, entitled "Transportation—The Arteries of Canada's Economy," was held under the chairmanship of W. J. McCallum, General Traffic Manager of Dominion Glass Company. George Paul, Manager, Transportation Department of Swift Canadian Company, was Vice-Chairman.

Delegates heard five technical addresses dealing with the following topics: St. Lawrence Seaway Widens Threshold of our Inland Waters Highway; The Outlook for

Canada's Trucking Industry; Air Freight and National Security; Some Phases of the Current Freight Rates Situation; and Technological Developments in Railroading —Present and Future.

W. J. Fisher

W. J. Fisher, General Manager, Canadian Shipowners Association, examined some of the effects, traffic-wise, of the widening of the threshold of Canada's inland waterways and urged more participation by Canadian deep-sea shipping in the St. Lawrence Seaway.

Mr. Fisher foresaw the following economic advantages of bringing direct water transportation in and out of the "very heart" of industrial Ontario:

The laid-down cost of basic imports, particularly those of a bulk nature, ranging from sugar and metallic ores, ought in all probability to be reduced;

Similarly, reduced transportation costs of exports of farm machinery, newsprint, pulp and plywood, fertilizers and a host of other products which Canada exports, should help to broaden our foreign markets, increase our sales, and with these reduced costs of transportation assist our exporters meet competitive influences in their overseas markets;

Domestically, the seaway should tend to minimize the economic disadvantages of location of those areas remote from the populous areas fringing the Great Lakes and, for example, improve the competitive position of maritime products.

Turning to the competition from ocean-going tramp vessels in the lake trades, he stated that it would only be in periods of very low rates that such bulk-carrying vessels would be tempted to enter the seaway to get cargoes.

Mr. Fisher also warned that "there will be little if any participation by Canadian deep-sea shipping in these new seaway trades unless Canada adopts some positive maritime policy designed to encourage and sustain at least a nucleus merchant marine flying the Canadian flag".

He suggested that some Canadian-owned and controlled shipping services participating in these new St. Lawrence trades are essential if Canadians are to have any say in the terms and conditions of carriage of their overseas trade.

"Since the prosperity and well-being of everybody in Canada is dependent on external trade," he concluded, "it must be in the national interest that the adequacy and permanency of our overseas transportation services are properly insured."

John Magee

One-third to one-half of Canada's trucking industry is in danger of being wiped out if the recommendations of the 1955 Turgeon Commission are put into effect, said John Magee, Executive Secretary of the Canadian Trucking Association, who spoke on "The Outlook for Canada's Trucking Industry".

Analysing the issues which confront the trucking industry, Mr. Magee stated that the present danger arises through the principle of agreed charges, "rock bottom rates which are only granted in a contract in which the shipper ties himself down to the movement of a fixed percentage of his traffic by rail".

"Our study convinces us," the speaker said, "that to set the railways free in the manner recommended by the Commission will wipe out, in a relatively short time, one-third to one-half of the trucking industry."

Mr. Magee warned that if the 1955 recommendations are accepted by the Government the railroads will begin "their forward march towards re-establishment of land transportation monopoly in Canada".

The speaker added that, while truck operators would have the right to make agreed charges also, the fact was that "truck operators cannot make them".

R. N. Redmayne

Airline passenger travel will double and air cargo ton-miles will increase five-fold in the next ten years, forecast R. N. Redmayne, General Manager of the Air Industries and Transport Association in Canada.

Mr. Redmayne also foresaw that air charters of both people and things will increase proportionately, that over-the-road commercial transport will decrease until an inevitable super highway system is completed, that rail passenger business "will go the way of the Canso ferry" except for the commuting trains, and that the steamship companies, in 1965, will sell entertainment.

While predicting such vast air increases, Mr. Redmayne stated that there would not be an over-all corresponding surface decrease in cargo because the increase in air transportation would be, in most cases, new business.

W. G. Scott

W. G. Scott, Transport Economist of the Railway Association of Canada, examined the present and future technological improvements of the railways.

He stressed that the railways are fully conscious of the far-reaching technological advances which are held out for the future and that they are anxious to meet the challenge inherent in their application to railroading. But "earnings must be commensurate with the capital costs involved".

Management Development

The opening address in the management development conference was given by Dr. W. A. Mackintosh, Vice-Chancellor and Principal, Queen's University, Kingston, Ont., who spoke on "Education for Business Leadership".

The conference was under the chairmanship of D. G. Currie, executive assistant, Charles E. Frosst & Co., Montreal, and Morgan Reid, Assistant Vice-president, Retail, Simpson-Sears Limited, Toronto.

Dr. W. A. Mackintosh

Greater participation by Canadians in industry operating in Canada was advocated by Dr. W. A. Mackintosh, Vice-Chancellor and Principal, Queen's University, at the management development conference.

"It is important to the development of this country and to the maintenance of friendly relations," stated Dr. Mackintosh, "that United States subsidiaries in this country, if not at the outset, should ultimately become Canadian companies to the degree that there is some freedom of action for Canadian management, that there is some opportunity for participation by Canadian investors, and that working conditions can conform to the facts of the Canadian economy."

While noting that there must be an interchange of management talent, capital and technology between countries, the speaker warned that Canada "shall however, in the future, encounter difficulties if Canadian management remains in any wide degree subordinate and if Canadian capital has no opportunity to participate in major enterprises in certain fields of Canadian business".

Luncheon and Dinner Speakers

Rt. Hon. C. D. Howe

"The strength and unity of the free world depend, more than anything else, upon a sound foundation of multilateral trade arrangements," said the Rt. Hon. C. D. Howe, Minister of Trade and Commerce, guest speaker at the first-day dinner.

He warned that, in terms of peace and security, the free world is not strong enough "to endure the international bickering and disunity" which would accompany the growth of trade barriers. Chairman of the dinner was J. A. Calder, retiring President of the CMA.

Mr. Howe said that Canadian export trade, considered in terms of physical volume, has now reached the highest peacetime level ever attained.

"In the last six months for which figures are available," stated the Minister, "exports in volume were higher than in the same six months of any previous peacetime year."

He added that in value terms, exports in the first three months of 1955 were $100 million ahead of the first quarter of 1954.

Mr. Howe drew two lessons from recent economic experience: that depressions are not inevitable and that steady pressure for the liberalization of international trade contributes to a steady rate of economic growth.

Denying that Canada is fighting a lone battle for liberal trading principles in international trade, the Minister saw, in most of the principal trading countries, a strong bias in favour of the kind of trade rules that the Canadian Government has been advocating.

"There is no reason for pessimism about world trade prospects," asserted Mr. Howe. "Some countries have dabbled with high tariff protection, others with exchange controls and discriminatory restrictions. In all cases these misguided efforts have reacted against the countries which initiated them."

M. S. Fotheringham

"Within the next 10 to 15 years, Canada's already known major iron deposits can—and are likely to—provide between 30 and 40 million tons of high-grade iron ore every year," estimated M. S. Fotheringham, President and General Manager, Steep Rock Iron Mines.

Speaking at the first-day luncheon, Mr. Fotheringham, who has spent most of his career developing Canada's first producing iron range, at Steep Rock, stated that Canada's great opportunity in the iron and steel industry lies in becoming a major exporter of iron ore, principally to the United States.

"Our vast reserves of ore justify the export of surplus production without prejudice to maintenance of supply for our own expanding mills."

Mr. Fotheringham estimated that Canada's iron ore production will soon reach a value of $400,000,000 a year, that it will exceed the value of any other mineral, metallic or non-metallic, with the possible exception of oil.

He added: "Iron and steel, because of their essential physical qualities and relatively low cost, will never be pushed into the background by such other substances".

Dr. Leo Wolman

"One of the leading fallacies of unemployment, yet an attractive idea, is that machinery puts people out of work," stated Dr. Leo Wolman, Professor at Columbia University, in his address at the closing luncheon of the CMA's 84th annual general meeting.

Denying that machinery creates unemployment, Dr. Wolman asserted that without the machinery in use today we would not have such a high level of employment.

"There is nothing to the argument that technological improvements cause unemployment," he added. "What is important is the volume of business."

Stating that without good business there can be no good employment, Dr. Wolman, a member of the National Bureau of Economic Research, in New York, said that what is most needed today is business confidence in the future.

He advocated less government spending and less taxes.

Charging that organized labour has now become "private power," Dr. Wolman expressed the fear that goods will soon become so expensive that the people will not be able to afford them. "Labour," he said, "was becoming a cause of higher costs."

CMA Officers for 1955-56

President: T. A. Rice, International Harvester Company of Canada, Limited, Hamilton, Ont.

1st Vice-president: J. N. T. Bulman, Bulman Bros. Limited, Winnipeg.

2nd Vice-president: H. V. Lush, Supreme Aluminum Industries Limited, Toronto.

Treasurer: J. Ross Belton, Gutta Percha and Rubber, Limited, Toronto.

General Manager is J. C. Whitelaw, QC, Toronto.

42nd Convention, International Association of Personnel in Employment Security

Conference theme: "Employment Security in Action--Today and Tomorrow" Unemployment during high prosperity presents challenge, President R. P. Hartley of Moncton, N.B., tells 700 delegates from 25 countries

More than 700 delegates, representing 25 countries, attended the 42nd annual convention of the International Association of Personnel in Employment Security (IAPES) at Cincinnati, Ohio, June 7-10. Next year's convention will be held in Toronto, June 25-29.

Theme of the conference was "Employment Security in Action—Today and Tomorrow". The keynote address, "Employment Security Actions—Performance and Promise," was delivered by Rocco C. Siciliano, U.S. Assistant Secretary of Labor for Employment and Manpower.

The Hon. Milton F. Gregg, Minster of Labour, scheduled to be a guest speaker, was prevented from attending by the pressure of his parliamentary duties. His speech was read by Bart Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission.

Other speakers included Donald M. McSween, Commissioner, Tennessee Department of Employment Security; Alan Williamson, President, Interstate Conference of Employment Security Agencies; Maj.-Gen. Melvin J. Maas, Chairman, President's Committee on Employment of the Physically Handicapped; and Robert C. Goodwin, Director, Bureau of Employment Security.

Greetings were received from the President of the United States, the U.S. Secretary of Labor, the Prime Minster of Canada, the Director of the International Labour Organization, and Labour Department officials in France, Hawaii, Indonesia, Japan and Turkey. Among past presidents of the Association who sent messages were Bryce M. Stewart, a former Deputy Minister of the Canadian Department of Labour, and V. C. Phelan, Director of the ILO's Canada Branch.

The Canadian delegation included members from Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba and British Columbia.

Keynote Address

Rocco C. Siciliano, U.S. Secretary of Labor for Employment and Manpower, delivered the keynote address.



Canadians attending the 42nd annual convention of the International Association of Personnel in Employment Security. In the centre foreground, seated on the sofa, are: (left to right): Bart Sullivan, Toronto, executive board member for the Association's District 14; Mrs. Sullivan; Mrs. R. P. Hartley; and R. P. Hartley, Atlantic Regional Superintendent, Unemployment Insurance Commission, retiring IAPES President. E. C. Desormeaux, UIC Secretary, stands behind Mrs. Sullivan.

Taking as his subject "Employment Security Actions—Performance and Promise," Mr. Siciliano outlined his Department's employment security program.

Six over-all objectives have been set up, he said, plus specific objectives for the employment service, unemployment insurance and temporary total disability. The three following objectives he singled out for special comment:

1. To insure that placement program, methods, and facilities are suitable for meeting worker and employer needs in all occupational categories, including professional, technical, clerical, and highly skilled occupations, and to achieve needed balance in serving all occupational groups.

2. To insure that a well-rounded program is maintained in relation to the basic placement activities by giving appropriate attention to employment-related services, such as testing, counselling, community employment planning, occupational analysis, industrial services, and labour market information.

3. To assist in the development of programs for the alleviation of unemployment in all areas; and, for areas of substantial labour surplus, to maintain a program of technical assistance . . .; and to ensure that state and local employment security offices assist local communities to organize their own resources.

Report from Canada

"Canada Pushes Forward for Employment Security" was the title of the speech planned by the Hon. Milton F. Gregg, Minister of Labour. In his absence it was read by Bart Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission.

In his message, Mr. Gregg recounted briefly the steps taken in Canada to deal with the problems of seasonal fluctuation in employment and rehabilitation.

Although significant progress has been made to date, the program to increase winter work is envisaged as a long-term one, he said, and of necessity requires co-operative action on a wide front. Plans are under way, he said, for a continuing educational and publicity program during the summer, fall and coming winter.

The largest single field where action can be taken is the construction industry, said Mr. Gregg.

It has been fairly generally established that by the adoption of new techniques, the use of new materials and equipment, and with adequate planning, there is no real barrier to carrying out construction activities in the winter months. The Building

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Research Division of our National Research Council is at present preparing a technical bulletin on winter construction which should be available shortly.

Turning then to rehabilitation, Mr. Gregg said his Government has endeavoured to provide active leadership in this field. In 1952, a Civilian Rehabilitation Branch of the Department of Labour was established, headed by a national co-ordinator. Since its establishment, eight out of ten provinces have entered into agreements with the federal Government by which costs of training and treatment are shared, he said. The provinces that have signed what is known as the Rehabilitation Co-ordination Agreement recently held their first meeting and drafted plans for a national program of rehabilitation.

In the eight provinces which have become participants in the federal-provincial plan, improved facilities are now being utilized for rehabilitating the disabled through a vocational training set-up, and nine out of ten provinces are also using a medical rehabilitation grant administered by the Department of National Health and Welfare to expand their facilities and to train the staff necessary to the medical side of the program.

As a result of the co-operative effort on the part of governments at all levels, many men and women are now receiving the benefits of medical rehabilitation services, vocational guidance and training, and the help of the National Employment Service in securing suitable employment where they can make the greatest individual contribution to the life of the community.

Security Has Human Element

In line with the convention theme was the address by Donald M. McSween, Commissioner, Tennessee Department of Employment Security—"Employment Security Has a Human Element". His talk served to introduce the convention's forum, "How Effective is Our Employment Security Program Today?"

The sum of Mr. McSween's remarks was that the same ingenuity that is the propelling force behind automation will find a way to employ the hands and brains of people.

"In the age of automation," he said, "it is well to remember that automatic processes will not continue without the human touch—human hands, brains and hearts."

Mr. McSween pointed up the need for rededicated and positive action in employment security agencies. Agency personnel, he said, should strive to serve all employers and workers, to match every man and every job in the nation.

Rehabilitation of Handicapped

The objective of the President's Committee on Employment of the Physically Handicapped, said Maj.-Gen. Melvin J. Maas, the Committee's Chairman, is to create an atmosphere where qualified workers, regardless of their personal physical condition, will be accepted. (Gen. Maas himself remained on duty with the U.S. Marines for three years after becoming blind.)

Our goal is that employers will accept handicapped men and women for their abilities, he continued. "Much progress has been made; but we must constantly see that businessmen, employers, unions and the public understand this situation about handicapped men and women who are selected for placement.

"Just because some of us happen to have a personal physical handicap doesn't mean that we are handicapped on the job; and that's what the employer should be concerned about—whether an employee is handicapped in the work he is doing. We know that a rehabilitated, vocationally-trained and selectively-placed individual is not only not handicapped on the job but in general he is a superior worker."

Gen. Maas pointed out that handicapped persons have a better safety record, better attendance records and better production records than the average of non-handicapped workers.

A country must be capable of total mobilization at all times, he went on. That means, he explained, that "we must be capable of having at least 15 million men and women in uniform; and that means that 10 or 12 million of that number will have to come from the labour force, or potential labour force, at a time when industry will have to expand enormously". This can be done, he said, by calling back older workers, mobilizing women "in as great numbers as we can," and, because that still doesn't produce the required numbers, by rehabilitating the handicapped men and women who are capable of rehabilitation and full employment.

Major Problems

Two of the major problems facing employment security personnel are service to the public and the improvement of the placement service, said Alan Williamson, President of the Interstate Conference of Employment Security Agencies, who titled his address "Employment Security on the Move".

Operations should be shaped, he said, "to obtain a more favourable public attitude towards the entire employment security program".

Presidential Report by Ralph P. Hartley of Canada

The paradox of unemployment in a period of high prosperity constitutes the "challenge of tomorrow," it was emphasized by IAPES President Ralph P. Hartley in his annual report. Mr. Hartley, of Moncton, N.B., is Atlantic Regional Superintendent of the Unemployment Insurance Commission.

Analysis of this challenge followed his review of the setting up of a joint International Council on Personnel Development on which are serving representatives of major organizations connected with employment security in the United States and Canada (L.G., May, p. 530).

Reporting all Association undertakings flourishing, he anticipated a membership total of 18,000 this year.

In a review of the Association's fiscal position, he announced that during his term of office the balance in IAPES funds had increased from $22,000 to $29,000.

Mr. Hartley pointed out that the healthy financial position should help orderly progress toward IAPES objectives and, he said, the 1954-1955 administration, by careful and economical operation, will have built up a $5,000 reserve.

Dealing with the mobility of labour with its resultant "frictional" unemployment, he considered it basic that the handling of this labour be made effective to the highest degree, be the special field of specialized personnel with the technical know-how.

"For this to be possible," he asserted, "the level of competency must be raised of those of our employees upon whom we rely to carry on this work."

The fruition of such a specialized set-up "would determine how the level of competency could be raised in the interviewing jobs in both employment and claims-taking," he said.

"Why have we had such a rise in unemployment in the last two years, and what has caused it?," he asked.

"Does it not seem strange that in the United States, with a labour force of over 60 million and a population of over 100 million, we have had from four to six million unemployed during the last two years at peak periods, while the economy of the country, at the same time, registers high prosperity?

"This is from 8 per cent to 12 per cent of the labour force unemployed.

"Does it not seem strange that in Canada, with a labour force of over five million, we have had from half a million to 600 thousand unemployed in the last two years, at peak periods, with the economy of the country, at the same time, registering high prosperity?

"This is from 10 per cent to 15 per cent of the labour force unemployed.

"What is the answer? I think the answer is that the gross national product, aided and abetted by the gross national income, and the gross national population additions has not increased sufficiently each year, over the previous year, to provide the extra jobs that we must have in both our countries to take care of the new entries into the labour force, or otherwise suffer a rise in unemployment.

"To cure the kind of unemployment we have been experiencing in the last two years, the gross national product has got to increase from one year to another sufficiently to provide these jobs. As it fails to do this, unemployment is bound to rise and in exactly the same proportions as it fails to do it. If the gross national product stands still or decreases in any year, the higher will unemployment rise."

Discussing the four major types of unemployment, Mr. Hartley designated them as: seasonal, about which very little can be done except where it is possible to spread seasonal work of industries over more of the year; technological unemployment, which should take care of itself; cyclical unemployment, for which he said "we need a system of quick detection and counteraction sufficiently effective to solve a substantial part of the problem," and frictional unemployment, which he termed "the most serious of all."

Canadian Get-Together

The Canadian delegates chartered their course at a breakfast get-together.

Presiding over the informal function was past-president Bart Sullivan, with President Ralph Hartley sharing the head-table honours.

The Canadians heard three of the four candidates for the office of international second vice-president: George Elleson, Ben Cohen, and Mrs. Petro Colon. They then aired their views on matters particularly pertinent to Canadian participation in the convention. There was also a round-table discussion of the 1956 convention in Toronto.

Officers for 1955-56

John B. Griffin, Manager of the Dallas, Texas, Employment Commission office, was elected President of the Association for 1955-56; he was unopposed. He had served as 1st Vice-president for 1954-55.

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Garnett Johnson, Frankfort, Ky., 2nd Vice-president for 1954-55, was elected by acclamation to succeed Mr. Griffin as 1st Vice-president. Secretary Marian E. Perry, Albany, N.Y., and Treasurer Carl T. Anderson, Nashville, Tenn., were re-elected by acclamation.

Canadian members elected as executive board members were: Hugh Stephens, Winnipeg, representing District 13; Bart Sullivan, Toronto, representing District 14; and Marcel Guay, Montreal, representing District 15.

From the Labour Gazette, August 1905

50 Years Ago This Month

Great majority of establishments surveyed granted wage increases in second quarter of 1905 but wage rates decreased for unskilled labour on railway construction in West. Ottawa printers gain eight-hour day

Wage increases were the rule as far as Canadian labour was concerned during the second quarter of 1905. A survey by the Department of Labour of several major industries in the country employing 13,750 workers, results of which were published in the August 1905 issue of the LABOUR GAZETTE, showed that of the 64 establishments studied, 56 reported wage increases, two reported wage increases with reduced hours, three noted decreases in hours, two indicated reductions in wages and one firm increased both wages and the hours worked.

The only class which showed a net decrease in earnings was unskilled labour, owing to the lower rates paid in 1905 for railway construction in the West. More than 6,000 such workers were affected by this wage decrease, the weekly reduction in earnings averaging $1.32.

The skilled trades, without exception, registered wage increases, the most notable being in the building trades, where 3,333 employees had their earnings increased on the average of $2.11 a week. Substantial wage increases were also recorded for workers in general transport, where the average pay rise was 5 cents an hour.

Other industry groups employing large labour forces and reporting wage increases, as recorded by the Department, were as follows: carpenters in Montreal, from 22½ and 25 cents an hour to 30 cents; lathers in Toronto, from a daily rate of $2.65-$2.75 to a rate of $2.75-$3; electric workers in Winnipeg, 5 cents more per hour; railway employees on the Grand Trunk Railway system east of the Detroit and St. Clair rivers, $2.50 more per month; and conductors and motormen in Ottawa, 10 cents more a day for workers with more than two years' service.

Among the major reductions in working hours cited in the Department's study were the following: job printing employees in Ottawa, from nine to eight hours per day; bricklayers, masons and plasterers in Montreal, from 60 to 54 hours per week; retail clerks in Chatham, Ont., from a work week of 72 to 78 hours to a week of 66 hours; and stone cutters in St. Hyacinthe, Que., from a work week of 60 to 54 hours.

Employment conditions in Canada during July were reported to be "very buoyant". Among the major industries recruiting labour in considerable numbers were agriculture, manufacturing, mining, construction and lumbering.

Labour disputes during July 1905 numbered 20, the same as a year previously, although the number of working days lost increased by 9,275. Compared with June, the month of July registered four more labour disputes and an increase of 9,181 in the number of working days lost.

Immigration to Canada up to the end of the fiscal year, June 30, totalled 145,591, the highest ever recorded in Canada up to that date. Previous record years for immigration were 1901-02, when 129,364 immigrants were accepted, and 1903-04, when 129,656 arrived.

The most noticeable increase was among immigrants from the British Isles, 9,037 more arriving in the six months ending June 30 than in the same period in 1904, when 52,660 entered. Immigration from the United States declined by 1,628 in the fiscal year ending in June.

Industrial accidents during July 1905 numbered 312, of which 111 were fatal. Both fatal and non-fatal accidents during the month showed a considerable increase over the figures for June.

International Labour Organization

One Convention, 2 Recommendations Adopted by 38th ILO Conference

Convention calls for the abolition of penal sanctions for breaches of contract of employment by indigenous workers; one recommendation deals with vocation rehabilitation of disabled. Latter adopted unanimously

One convention and two recommendations were adopted by the 38th session of the International Labour Conference. The convention concerns the abolition of penal sanctions for breaches of a contract of employment and the recommendations deal with vocational rehabilitation of the disabled and with the protection of migrant workers in underdeveloped countries.

The convention was adopted by a vote of 206 for, 1 against and 4 abstentions. The first recommendation carried by a vote of 210 for, none against and no abstentions; the second by 161 for, 18 against, 36 abstentions.

ILO conventions are binding on all countries that ratify them. The newly-adopted convention is the 104th since the ILO's inception in 1919.

The convention calls for the abolition, immediately if practicable, of penal sanctions for breaches of a contract of employment by indigenous workers. The ILO is convinced, says the preamble to the convention, "that the time has come for the abolition of such penal sanctions, the maintenance of which in national legislation is contrary to modern conceptions of the contractual relationships between employers and workers and to the personal dignity and rights of men".

Where immediate abolition is found not to be practicable, the convention permits progressive abolition.

Text of the convention is reprinted below.

Among the resolutions adopted were those that:—

Hoped the work of the United Nations Disarmament Commission would be brought to a "speedy and fruitful conclusion" and that resources would be set free by a reduction in armament expenditure for use in economic development.

Expressed the hope that the new convention on penal sanctions would be "widely and promptly ratified and applied".

Called for increased protection to working mothers and for a study of the problem of the part-time employment of women and the integration or re-integration of older women in gainful occupations.

Stressed the fundamental importance of real respect for the trade union rights of workers, pointing out that these rights were being seriously violated in some countries.

Asked the ILO Governing Body to draw up a practical program of action in the labour-management relations field and to consider bringing the question up before a future session.

The conference pledged the unanimous support of the ILO in the harnessing of nuclear energy for peace. It asked the Governing Body to study the part the ILO could play in advising and assisting in promoting the development of the use of atomic energy for peaceful purposes and as a means of raising living standards, studying and solving the problems of adjustment that will arise as a result of the industrial use of nuclear power, and in promoting the highest possible standards of health, safety and welfare among workers in atomic plants.

The conference decided to place on the agenda for next year's session the following subjects: vocational training in agriculture, welfare facilities for workers.

This year's convention was attended by more than 700 delegates, advisers and observers—a record—and 65 of the 70-member nations were represented. Delegates numbered 249, of which 125 were government delegates, 62 employers and 62 workers. There were 427 advisers, including 186 government representatives, 111 employers and 130 workers. Tripartite observer delegations from non-member countries totalled 54 persons while international and non-governmental organizations sent 35 representatives.

Vocational Training of Disabled

The recommendation on vocational training for the disabled sets no age limit for



Photo by G. G. Vuarchex, Geneva

The Canadian Delegation at the 38th International Labour Conference at Geneva

Seated (left to right): Hon. A. E. Skaling, Minister of Labour, New Brunswick, observer; A. H. Brown, Deputy Minister of Labour, head of delegation; Hon. Milton F. Gregg, Minister of Labour; J. A. Brass, Railway Association of Canada, employer adviser; and Andrew V. Cooper, United Brotherhood of Carpenters, worker delegate. Standing (left to right): Paul Goulet, Assistant to the Deputy Minister of Labour, government delegate; W. J. McNally, Canadian Chamber of Commerce, employer adviser; Miss Isabelle Lefort, secretary to the Minister; J. G. McLean, National Legislative Committee (Canada), International Railway Brotherhoods, worker adviser; S. M. Hodgson, International Woodworkers of America, worker adviser; Dr. J. W. Willard, Department of National Health and Welfare, government adviser; S. M. Gossage, Canadian Pacific Railway Company, employer adviser; C. R. Ford, Canadian Vocational Training Branch, Department of Labour, government adviser; Hector Allard, Permanent Delegate to the European Office of the United Nations, alternate government delegate; John Brady, United Auto Workers, worker adviser; G. C. Bernard, Canadian Manufacturers' Association, employer adviser; Jean Marchand, General Secretary, Canadian and Catholic Confederation of Labour, worker adviser; J. Arthur Laprès, employer adviser; Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, government adviser; Albert Mayer, President, Saskatchewan Civil Service Association, worker adviser; F. J. McKendy, Department of Labour, secretary to the delegation. A. W. Campbell, employer delegate, is not pictured.

providing vocational training and is accompanied by a resolution urging increased efforts to help war-disabled persons to return to a normal occupation.

It contains, among others, proposals concerning:—

Interviews and medical examinations.

Tests of capacity and aptitude.

Opportunities for try-outs in actual work experience.

Analysis of physical capacity.

"Continuous and co-ordinated" national programs in the various member countries.

Measures taken in close co-operation with employers and trade unions to promote "maximum opportunities" for the disabled.

Research designed to demonstrate working capacities of the disabled.

Sheltered workshops.

Other detailed proposals concerning children, co-operation with bodies responsible for medical treatment, vocational guidance, administration, education of the public, etc.

Sir Walter Monckton

The establishing of good relations between the two sides of industry isn't a "theoretically desirable" goal but one of the keys to Britain's prosperity, said Sir Walter Monckton, Britain's Minister of Labour, in an address June 17 to the conference.

"Industrial relations" and "human relations" were, he said, two separate but complementary parts of the problem of establishing and maintaining industrial peace.

By industrial relations we mean the determination, by collective bargaining, of wages and conditions of employment and secondly the settlement of trade disputes. What is involved is a matter of organization —organization of employers and organization of workers.

On the other hand, by human relations we mean the relations between man and man. In the case of industry this means relations between management and workpeople, which do not necessarily depend upon formal organization.

Sir Walter quoted from the Director-General's report: "A distinct preference for voluntary methods of agreement is a dominant characteristic of the whole policy and practice of industrial relations in the United Kingdom." He declared:

I would put it even more strongly than that. It is more than a distinct preference. It is the basic element in our policy—a policy designed to keep state direction out of industrial relations and daily work as much as possible. This does not mean, of course, that our Government accept no responsibility for the development of sound labour-management relations. On the contrary it is our policy to give a lead to management and employees, to encourage them to place their relationships on a proper and effective footing and to make clear what we think should be done in the interests of the nation as a whole. But we do this on the clear understanding that it is upon industry itself that the ultimate responsibility rests.

On human relations the British Minister said:

If we want to develop understanding and loyalty and obedience to authority through consent freely given, we must concern ourselves more closely and more profoundly with the motives which underlie the conduct and attitudes of men and women....

The main object of a human relations policy seems to me to be one of creating confidence between management and workpeople, a confidence which allows men to work together with understanding and with a common approach to the problems of industry.

This is an issue which concerns all industry, both public and private. It does not depend on the form of ownership of the undertaking. In a state factory or in a co-operative there are still those who give instructions and those who receive them.

Sir Walter presented what he considered the five basic elements necessary for the establishment of good human relations:—

First, the payment of fair wages and observance of good conditions, covering not only matters such as hours of work but also adequate safety, health and welfare provisions.

Secondly, proper and adequate supervision and control. "Forced stoppages of work through lack of materials or of parts can be frustrating and irritating and can lead to lack of confidence in management. So far as personal control by the supervisors is concerned, if it is exercised in a spirit of human understanding, far from being resented by the workpeople it will be accepted by them in the spirit in which it is exercised," Sir Walter said.

Third, the provision of information and the perfection of the art of communication. "The supply of information about the progress of a business—what happens to its profits, their relation to reserves, dividends and wages—all this does, I suggest, go a long way towards making the workpeople feel that they are part of one enterprise," he said.

Fourth, joint consultation. "We can think of this first simply as one of the methods of exchanging information," he said. "But it is really much more than that. It is a method of exchanging ideas, as well as information, a method of making use of the creative energy of the workpeople, and a method of building up confidence between management and the workpeople."

Fifth, the recognition of the human factor as of outstanding importance. "The policy of management must be based on recognition of the fact that a man is neither a tool nor a machine but a complex human personality."

ILO Director-General

"The ILO today faces issues that affect its very structure," said ILO Director-General David A. Morse, in his reply to the debate on his report. "They relate to the manner in which countries having different social and political systems can be represented within the Organization."

One of these issues, he recalled, had arisen during the session in connection with the seating on committees of employer delegates from the Soviet Union and other Eastern European countries (L.G., July, p. 817).

It is not for me to comment at this time upon the substance of the matter. My concern is rather that these important issues be dealt with without fear or confusion and in accordance with the due process of law, which, as I emphasized in my remarks to the conference last year, lies at the heart of the ILO's tradition.

The existence of such serious issues is not in itself an evil thing. It is a sign of growth, of the continual need of a living organism to come to terms with its environment, which in our case is the pattern of social conditions and social structures throughout the world. The important thing is the manner in which these issues are approached.

He revealed that he had appointed a committee of "persons of the highest individual independence and personal integrity" to conduct an enquiry into the extent of freedom of worker and employer organizations from government domination or control in each of the ILO's 70-member countries. The committee will be headed by Sir Arnold McNair, former President of the International Court of Justice. Members will be Senator Pedro de Alba of

Mexico and Mr. Justice A. R. Cornelius, of the Federal Court of Pakistan and a former Minister of Law and Labour in his country.

Referring to the many speeches in which delegates described labour-management relations in their countries, Mr. Morse said:

I was particularly interested in the description of functions of management and of the trade unions in the industrial enterprises of the Soviet Union and other countries having a similar social and economic organization, as these were described by some of the employers' and workers' delegates from these countries. Notwithstanding the statement of Mr. Pimenov, the workers' delegate of the USSR, we in the ILO have had extremely little reliable information about these things. We will need to acquire much more before we are in a position confidently to analyse social problems and conditions in his country. Mr. Borisov, the employers' delegate from the USSR, for example, mentioned the conference on industry recently held in Moscow in which, as he said, workers, managers and officials of some of the Ministries took part in a critical examination of industrial processes and techniques. If the ILO could be brought into contact with future meetings of this character, it might provide a useful channel for the international exchange of experience. The ILO might also help to organize an interchange of visits between some of the countries with characteristically different forms of labour-management relations—such as the United States, the United Kingdom, India, the Scandinavian countries and the Soviet Union —to study conditions and practices on the spot and make the results available to all in objective factual surveys.

He recalled the mention made by the Hon. Milton F. Gregg, Minister of Labour of Canada, of the maturing process which has been taking place in the field of industrial relations since the early days of the ILO (L.G., July, p. 815). He continued:

Furthermore, within each country a healthy growth of co-operation between labour and management can contribute to strengthening the fabric of society as a whole. For this is an everyday school of democracy in which men and women participate actively, both individually and through their representatives, in shaping the conditions of their life and of their work. The growth of an active, vital, industrial democracy can thus provide a strong base for political democracy wherever it is weak and subject to the vicissitudes of national and international economic and political fluctuations. . . .

Mr. De Bock, the workers' delegate from Belgium, said that the answer to most of the questions raised in my Report (concerning labour-management relations) lies in the existence of a free and independent trade union movement, fully recognized and having the necessary guarantees. I think this point of view, as I heard the debate, met with general acceptance. The importance of the point is emphasized when we consider some of the hesitation expressed by various workers' representatives at the use of the term "human relations". They have said that there is no point in talking about good human relations unless there is first of all recognition of trade unions.

Enlightened management can unquestionably do much to promote a better atmosphere in industry, to create a sense of team-spirit and to give the worker the sense of satisfaction which comes from making a real contribution towards the prosperity and well-being of the community in which he lives. This cannot be achieved by vague pronouncements of good will, psychological technique or a paternalistic attitude of management. The problem is, as Sir Walter Monckton again said, to create confidence.

No one, I think, has, however, suggested that a constructive attitude on the part of management towards human relations in the plant is in any way a substitute for the existence of a strong, free, independent trade union. On the contrary, I think experience has generally shown that where management has taken a truly constructive attitude in these matters it has come to recognize the real value of the trade union. But when we consider how trade unions can develop as an essential organ for labour-management co-operation in a truly free and independent way we are facing perhaps the most difficult single issue of social policy today. . . .

Mr. Morse said this was particularly important in countries where the trade union movement was weak or in its embryo. "The problem for many of the economically underdeveloped countries today is speed," he pointed out. "They are rapidly acquiring the economic and technical potential of modern society and industry and they sense a need for the social organization, particularly for the trade unions, that have become an essential part of industrial organization in the more advanced countries."

We are more and more conscious of a great gap between the advanced stage of our technology and the inadequacy of our social organization. On the one side lies the promise of a new Industrial Revolution. Who today knows what possibilities of higher human welfare lie behind that inelegant word "automation", the application of electronics of industry, and the peaceful uses of atomic energy? Yet these achievements of the practical mind of man have come to pass in a world in which human rights are still grossly neglected, in which freedom of association is not everywhere respected and the dignity of the individual is violated. These achievements have come to pass in a world in which the great majority of the people still live in misery, poverty, disease and illiteracy. From a world point of view we are still in our infancy. We have only begun to walk the road where men may learn to work together and make the best possible use for their own well-being of the tools which their ingenuity has devised.

The ILO has a great role to play in bridging this gap. It can only, however, meet this challenge effectively if there is a full and loyal participation in its work from all parts of the world. Our efforts must encompass the workers and the employers in



Photo by G. Cadoux, Geneva

Canada's Employer Delegate and Worker Delegate at ILO Conference

A. W. Campbell — Andrew V. Cooper

all countries, who should be brought eventually to join in our common effort to eradicate the moral evils in society and to work for co-operation between men and peoples.

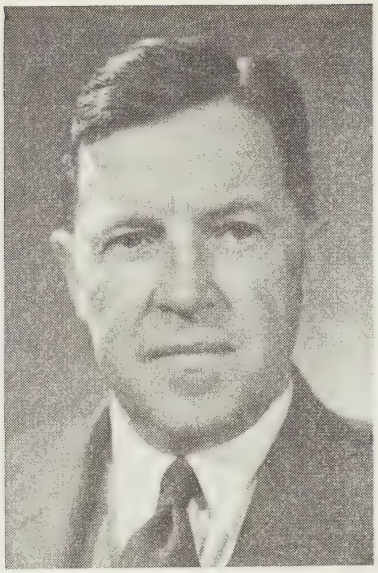
Welfare Facilities

On June 21 the report of the Committee on Welfare Facilities was presented to the Conference. "The correct basis of welfare measures should be the concept of social justice, and this was one of the ideas brought out during the general discussion in the Committee," said Mr. A. A. Shaheed, Pakistani government delegate, when presenting the report.

S. M. Gossage, Canadian employers' adviser and a Vice-Chairman of the Committee, in an address following the presentation of the Report, said: "It is with much regret that the employers have to say that the proposed conclusions as principles are in their opinion unsatisfactory and not such as they can support." He explained:

The employers are in accord with the general purpose behind the proposed recommendation for providing suitable welfare facilities for workers in all countries. However, the key word is "suitable" and the conclusions as drafted have in many cases lost all sight of suitability and assume that what may be desirable in one case is, *ipso facto,* desirable in all. At the start of the proceedings the employers doubted that the subject placed before the Committee was suitable for a recommendation. They felt that the great variety of conditions affecting welfare facilities in different countries, in different industries and even in different localities would make almost impossible the preparation of international standards in any useful form. However, they agreed to discuss the document before the Committee in the form of a recommendation in order to make progress and they feel that, had the Committee agreed with some reasonable amendments they proposed, conclusions might have been reached which they could have supported.

Welfare facilities of the nature of those covered in these conclusions have in the past been provided principally by voluntary action of employers. In our view this will continue to be the case, reinforced by voluntary agreements reached freely between employers and workers. The conclusions do recognize such voluntary action but they do not accord it its proper place. They assume that in one way or another regulations by the competent authority will be involved. During the discussions in Committee the employers were assured by worker representatives that they could see no element of compulsion in the document at all and that they were not expecting provision of facilities where these were not needed. The employers hope sincerely that this is the case. However, when an amendment to introduce in connection with the provision of messrooms the words "where practicable and appropriate" is defeated, the suspicion remains that it may be the intention to insist on such facilities where neither practicable nor appropriate.



A. H. Brown
Heads Canadian Delegation

The employers therefore feel they must oppose the proposed conclusions in their present form as being insufficiently flexible to allow for individual circumstances, inconsistent in the treatment of one subject as compared with another, lacking in sufficient emphasis on voluntary action, and in individual matters far too detailed. It will be necessary for the employers' group to record their opposition to individual clauses which they feel are not satisfactorily worded.

Canadian Employers' Delegate

In the debate on the Director-General's report, Canadian Employer Delegate W. A. Campbell said, in part:

We feel that labour-management relations are best founded on the freedom of making individual bargains, and that unnecessary pre-emption by legislation, of areas proper to collective bargaining, is harmful to good labour-management relations.

We feel strongly that some of the matters that have been considered by the conference have been outside the area where there is a net gain to be expected from action at the international level, and that such interference with what should be considered at the local level is prejudicial to our joint aim of improving labour-management relations.

Various plans are now under review by some worker groups in North America such as the Guaranteed Annual Wage which appear to be possibly symptomatic of the obsession with security of which the Director-General has warned us, and his timely comments will be given careful study in my country.

Industrial Safety

One of the last items on the agenda for the conference's closing day, June 23, was a discussion on the resolution concerning the improvement of the protection of labour and industrial safety. This resolution was submitted by the USSR workers' delegation.

A. W. Campbell, Canada's employer delegate, in an explanation of the Canadian employers' abstention in the resolution committee in the voting on the resolution, said:

The Canadian employers are heartily in accord with the improvement of safety measures and the prevention of occupational disease. Many of the sections of the resolution are acceptable to us. We feel, however, that certain other sections of the resolution are not completely in accord with our national procedures in this field, which in general provide that matters for collective bargaining should be determined by the parties to the bargaining, subject to appropriate minimum legislation. Because of this and, further, considering the great haste in which this resolution was prepared, we propose to abstain.

In closing, Mr. Campbell stated he agreed with the remarks made earlier by Michael Ross, United States worker adviser, who said the attitude displayed by the USSR and Eastern European countries to a resolution on labour-management relations "fulfils the worst fears that both workers and employers had about the result of their entry (into the ILO), not because they object to the resolution but because it is quite clear that they reject the whole conception upon which the ILO is based".

A. H. Brown, Deputy Minister of Labour and head of the Canadian delegation, declaring that Canada was in accord with the purpose of the resolution, referred to suggestions "in some quarters" that parts of the resolution may be interpreted as an invitation to governments to interject themselves in the field of collective bargaining and prescribe matters that should be included in collective agreements. "The Canadian Government," he pointed out, "as a matter of long-standing policy leaves it entirely to management and labour to determine between them the nature of the matters which are appropriate and acceptable for inclusion on collective agreements. This policy applies as fully to the subject matter of occupational safety and health as to other matters relating to conditions of work and employment."

In his interpretation, the provisions of the resolution do not conflict with that policy and therefore he supported it.

Vocational Training in Agriculture

A report designed to make farm life attractive and productive for young workers and parents, as well as increase the world's food supply, was adopted unanimously by the Committee on Vocational Training in Agriculture. The report, which proposes the formal adoption of a Recommendation at next year's conference, is designed to secure recognition by the general public of the importance of agriculture as a profession.

Its conclusions include proposals for:—

Equality of opportunity for agricultural vocational training, without distinction as to race, religion, sex, or status of land tenure;

Provision for apprenticeship schemes where agriculture is suitably organized and farm practices warrant it;

On-the-farm training programs;

Farm extension program to carry the results of scientific research to farmers;

Training of teachers and officials of agricultural services, which should have high priority.

Commenting on the phrase "twilight of the strike" used by ILO Director-General David A. Morse, Willi Richter, German worker delegate said:—

"I should like to say that no one would be happier than the workers if it were possible to stop using the strike. But so long as the organization of economy is not democratic, so long as the workers can only take part in the product of industry when they have the power to withdraw their labour, so long will the workers and their unions struggle to retain the right to strike."

On one principle, however, the German workers and employers are agreed, Mr. Richter declared. "Both want the state to keep out of industrial disputes and out of their settlement."

Convention No. 104—Concerning the abolition of penal sanctions for breaches of contract of employment by indigenous workers.

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-eighth Session on 1 June 1955, and

Having decided upon the adoption of certain proposals with regard to penal sanctions for breaches of contract of employment by indigenous workers, which is the sixth item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention, and

Being convinced that the time has come for the abolition of such penal sanctions, the maintenance of which in national legislation is contrary to modern conceptions of the contractual relationships between employers and workers and to the personal dignity and rights of man;

adopts this 22nd day of June of the year one thousand nine hundred and fifty-five the following Convention, which may be cited as the Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955:

Article 1

The competent authority in each country where there exists any penal sanction for any breach of a contract of employment as defined in Article 1, paragraph 2, of the Penal Sanctions (Indigenous Workers) Convention, 1939, by any worker referred to in Article 1, paragraph 1, of that Convention, shall take action for the abolition of all such penal sanctions.

Article 2

Such action shall provide for the abolition of all such penal sanctions by means of an appropriate measure of immediate application.

Article 3

Where an appropriate measure of immediate application is not considered to be practicable, measures shall be adopted providing for the progressive abolition of such penal sanctions in all cases.

Article 4

The measures adopted under Article 3 of this Convention shall in all cases ensure that all penal sanctions are abolished as soon as possible and in any event not later than one year from the date of the ratification of this Convention.

Article 5

With a view to abolishing discrimination between indigenous and non-indigenous workers, penal sanctions for breaches of contracts of employment not covered by Article 1 of this Convention which do not apply to non-indigenous workers shall be abolished for indigenous workers.

Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 7

1. This Convention shall be binding upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 13

The English and French versions of the text of this Convention are equally authoritative.

New Committee on Forced Labour to be Established

The Governing Body of the ILO, at its 129th session at the end of June, authorized Director-General David A. Morse to establish a new committee on forced labour. The *ad hoc* committee "shall analyse material received by the ILO dealing with the use and extent of forced labour throughout the world and submit its conclusions to the Director-General for transmission to the Governing Body and for inclusion in his reports to the 1956 and 1957 International Labour Conference".

A previous committee on forced labour submitted its report in 1953 (L.G., 1953, p. 1131).

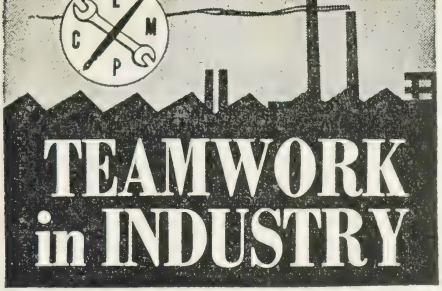
At a previous session, the Governing Body decided to place the question of forced labour on the agenda for the 1956 conference. The ILO has sent a questionnaire to the 70 member countries asking whether they wish a new international instrument and whether it should be an ILO Convention or an official Recommendation. Under the usual ILO "double discussion" system, final action would be taken in 1957.

The Governing Body at the 129th session also:—

Adopted the sixth report of the committee on freedom of association. The committee reported on seven cases of alleged violation of trade union rights. Three of them, concerning Iran, France and the Union of South Africa, were dismissed without being communicated to the governments concerned. The remaining four—relating to Greece (two cases), Burma and Argentina—are to be dismissed as not calling for further examination but subject to certain observations.

Decided to call two tripartite technical meetings in 1957 to consider problems relating to two industries not included among the ILO's industrial committees: mines other than coal mines and timber industries.

Announced that the fifth session of the Petroleum Committee, which had been adjourned (L.G., July, p. 819), would be held in Geneva in April 1956.



Recognition for its good work is given the labour-management committee of the Vernon Jubilee Hospital, Vernon, B.C., in an article appearing in the British Columbia Hospital Insurance Service Bulletin.

The article states, in part: "Once a month in the Vernon Jubilee Hospital, a group of people book the board room for a meeting at which the supervisor and one employee of each department meet with J. O. Dale, administrator, and Mrs. C. Thom, director of nurses, to discuss 'anything which is for the ultimate good of the hospital or the staff'.

"Styled by Mr. Dale as a labour-management meeting, it is one of the methods by which the Vernon Jubilee Hospital achieves the teamwork for which it is known throughout the Okanagan Valley."

The hospital personnel are members of Local 346, Vernon Jubilee Hospital Employees Federal Union (TLC).

* * *

An idea, recently advanced and accepted at the regular monthly meeting of a labour-management committee, seems worthy of adoption by all committees.

It was proposed that a semi-annual report be prepared by the committee's secretary, listing all suggestions considered by the LMPC during the preceding six-month period, and the disposition made of them.

The purpose and value of such reports can readily be seen. Mimeographed and distributed, they would keep all personnel informed about what has happened; prevent repetition of suggestions; provide a record of the organization's work, and so on.

The idea was suggested by Arthur Brown, at a meeting of the labour-management committee of Eastern Steel Products Limited, Preston, Ont., where employees are members of Local 2904, United Steelworkers of America.

* * *

For the first time in Canadian railway history, a training program for maintenance of way workers has been developed by the Union-Management Co-operative Movement, Canadian National Railways, Winnipeg, in collaboration with the railway's personnel department.

The course has been designed to provide these key CNR employees with better understanding of their trades and crafts. Engineering officers at Winnipeg and officers of the Maintenance of Way Employees form a joint planning committee for the purpose.

Two bridge and building foremen from each of the four western provinces completed their training at Winnipeg recently. They were the first of a large group of foremen scheduled to participate in the 21-day sessions.

The graduates were presented with certificates upon completion of the course and were congratulated by union and management officials.

Frank H. Keefe, general manager, Western Region, said he was confident the course would be most helpful to the men in their work, and that they were now better equipped also to train employees under their jurisdiction.

* * *

Open House Declared Success

An "Open House" day, sponsored by the LMPC of the Edmonton, Alta., Municipal Power Plant, and held in conjunction with the city's 50th anniversary celebrations, was declared a marked success by employees and management.

More than 10,000 residents of Edmonton took advantage of the invitation to see how and where the power to light their homes is generated. They showed keen interest in everything that was on display, and had many questions to ask.

A particularly gratifying phase of the affair, from the viewpoint of the sponsors, was the fact that many plant employees who had been working in the morning of "Open House" day returned to the workings in the afternoon, accompanied by their families, to make the inspection tour along with other visitors.

So successful was the event considered that it will be held annually from now on.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued eight certificates designating bargaining agents and allowed the withdrawal of two applications for certification. During the month, the Board received eleven applications for certification.

Applications for Certification Granted

1. Canadian Merchant Service Guild Inc., on behalf of a unit of employees of Canada Steamships Lines Limited, Montreal, comprising first mates, second mates, and third mates employed aboard the company's vessels, excluding mates from the bargaining unit (L.G., March, p. 298).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerical employees of Canadian National Railways, employed in its Regional Accounting Office, Winnipeg (L.G., April, p. 425).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by St. Charles Transportation Company Limited, Quebec, aboard the M.V. *Guy Bartholomew,* M.V. *Frank J. Humphrey,* M.V. *R. A. McGinnis,* M.V. *Robert McMichael* and M.V. *Lady Cecil* (L.G., June, p. 654).

4. International Brotherhood of Electrical Workers, Local 1905, on behalf of a unit of employees of The Pembroke Electric Light Company Limited, Pembroke, Ont., comprising distribution and sub-station employees, powerhouse employees, and the employee assisting the dam superintendent.

5. National Syndicate of Longshoremen of Ha! Ha! Bay, on behalf of a unit of longshoremen employed by Saguenay Terminals Limited at Port Alfred, Que. (L.G., July, p. 822).

6. National Syndicate of Salaried Employees of Saguenay Terminals Limited, on behalf of a unit of weekly-paid office employees employed by Saguenay Terminals Limited at Port Alfred (L.G., July, p. 822).

7. United Steel Workers of America, on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Company Limited at Seven Islands, Que. (L.G., July, p. 822).

8. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of Union Steamships Limited, Vancouver, comprising lift-truck drivers directly and regularly employed by the company in receiving cargo for transfer or delivery on the premises of the company. (See below.)

Applications for Certification Withdrawn

1. Association of Radio and Television Employees of Canada, applicant, and Canadian Broadcasting Corporation, respondent (unit of maintenance employees) (L.G., July, p. 822).

2. National Catholic Syndicate of Longshoremen of Sorel, Inc., applicant, and Atlantic and Gulf Stevedores Limited and Foley Stevedoring Company, Sorel, Que. respondents. (See below.)

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of West Indies Wharf (United Keno Hill Mines Ltd. and Cassiar Asbestos Corporation Limited), Vancouver (Investigating Officer: G. R. Currie).

2. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of lift-truck drivers employed by Union Steamships Limited, Vancouver (Investigating Officer: G. R. Currie).

3. National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of employees of Atlantic and Gulf Stevedoring Company Limited and Foley Stevedoring Company, Sorel, Que. (Investigating Officer: C. E. Poirier).

4. Building Material, Construction and Fuel Truck Drivers Union, Local 213, on behalf of a unit of employees of British Yukon Navigation Company, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

5. Canadian Brotherhood of Railway Employees and Other Transport Workers,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

on behalf of unit of redcaps employed by the Canadian National Railways on its Western Region (Investigating Officer: B. H. Hardie).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Abitibi Power and Paper Company Limited, Toronto (Investigating Officer: R. L. O'Neill).

7. National Association of Government Seafarers, Wharf and Yard Employees, on behalf of unlicensed personnel employed by the National Harbours Board, Montreal, aboard the tugs *Sir Hugh Allen* and *Glenkeen* (Investigating Officer: C. E. Poirier).

8. The Transport Employees Association, on behalf of a unit of employees of International Transport Service Limited, B.C. Auto Carriers Limited, and Peace River Transport Limited, Whalley, B.C. (Investigating Officer: D. S. Tysoe).

9. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Cascade Motor Freight Lines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

10. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Expressway Truck Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Oka Sand and Gravel, Inc., Montreal (Investigating Officer: C. E. Poirier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister appointed conciliation officers to deal with the following disputes:—

1. The Packers Steamship Company Limited, Vancouver, and the National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

2. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont. (Conciliation Officer: F. J. Ainsborough).

3. Patricia Transportation Company Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Local 882, International Union of Operating Engineers; Local 692, International Association of Machinists; Local 213, International Brotherhood of Electrical Workers; and Local 170, United Association of Plumbers and Steamfitters.

Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited, St. John's, Nfld. (general cargo), and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., July, p. 822).

2. Newfoundland Employers' Association Limited, St. John's, Nfld. (Newfoundland Coal Company Limited), and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., July, p. 822).

Conciliation Board Appointed

1. Eastern Canada Stevedoring Co. Ltd., Halifax, N.S., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. T. Cochrane) (L.G., July, p. 823).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers (L.G., July, p. 824) was fully constituted in June with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, E. Macauly Dillon, QC, and J. O. Robertson, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in May to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council, American Federation of Labour (L.G., July, p. 824) was fully constituted in June with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, E. Macauly Dillon, QC, and D. R. Walkinshaw, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Settlements Following Board Procedure

1. Colonial Coach Lines Limited, Montreal, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., p. 172).

2. Bessborough Hotel, Saskatoon (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

3. Jasper Park Lodge (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

5. Chateau Laurier Hotel, Ottawa (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

6. Fort Garry Hotel, Winnipeg (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, p. 656).

The Flour Milling Industry

About 75 per cent of workers in flour milling industry are covered by terms of a collective agreement, analysis of current contracts shows

Most production and maintenance workers in the flour milling industry in Canada are covered by the terms of a collective agreement An analysis of the current collective agreements on file in the Economics and Research Branch indicates that 3,039 workers, about 75 per cent of the wage earners in the industry, are covered by 25 collective agreements.

The study extends to establishments primarily engaged in milling flour from grain, but does not include other sectors of the grain mill products industry, such as feed and chopping mills, the preparation of breakfast foods and the manufacture of stock and poultry feed. Typical occupations covered by collective agreements in the flour milling industry include sifter operator, grinder man, wheat cleaner, packer and sewer, warehouse labourer. Office workers and supervisory personnel from the rank of foreman up are excluded from the collective bargaining units.

As may be seen from the accompanying table, a large majority of the contracts are negotiated by the United Packinghouse Workers of America (CIO-CCL). Among the other unions holding bargaining rights are the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and the American Federation of Grain Millers (AFL-TLC). In addition, the National Union of Operating Engineers of Canada (CCL) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) each have one contract in a plant where the majority of workers are represented by another union.

There is no multi-employer bargaining in this industry. All agreements are signed by a single employer and the employees of one establishment.

Thirteen of the 25 current collective agreements are to run for a period of two years. Most of the others are one-year agreements.

Union Security and Check-off—Compulsory union membership is provided in seven agreements. Of these, only two, affecting 82 employees, have a full union shop. In the other five agreements in this group, there is a modified union shop, whereby all new employees are obliged to join the union.

Maintenance of membership clauses were found in an additional 11 agreements, affecting 1,633 workers. In this latter group union security is further strengthened by a provision in five agreements, affecting 621 workers, that all non-members must pay union dues; in three others of this group, affecting 808 workers, new employees must pay union dues whether or not they join the union.

All 25 agreements provide for some form of check-off of union dues; the check-off being made compulsory in nine agreements and voluntary in 16 agreements. Slightly more than 70 per cent of the 3,039 workers under agreement are covered by provisions for a voluntary check-off.

Hours of Work—Nearly all agreements include provisions for a work day of eight hours, five days a week. In only three agreements is the number of regular hours of work in excess of 40 per week.

Overtime Rates—Time and one-half is the overtime rate applicable under all agreements. It applies to daily hours in all cases but one, in which the mill premium rate is payable only after regular weekly hours have been worked. If worked, Sundays or alternate seventh day are either paid at double rate (15 agreements, 1,955 workers) or at time and one-half (10 agreements, 1,084 workers).

Paid Statutory Holidays—Nearly all employees in the flour milling industry are entitled to eight paid statutory holidays during the year. Workers receive a regular day's pay for each of these eight days. For any work performed on these holidays, 17 agreements covering some 2,300 workers provide that the employees are to receive double time and a half, that is, time and one-half added to the straight time pay for the holiday.

Paid Vacations—All 25 collective agreements provided for paid vacations. The length of the vacation period generally varies with the employees' length of service with the company. A maximum of three weeks of vacation with pay is provided in 23 agreements covering 2,951 employees. To qualify for a third week of vacation, 20 years' service is required under 16 agreements affecting 2,332 employees. Service

SELECTED PROVISIONS IN CURRENT COLLECTIVE AGREEMENTS OF THE FLOUR MILLING INDUSTRY

Provisions	Number of Agreements	Number of Workers Covered
Total—All Agreements	**25**	**3,039**
Unions		
United Packinghouse Workers of America (CIO–CCL)	17	2,379
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL–TLC)	3	485
Other unions	5	175
Term of Agreement		
Less than one year	1	61
One year	10	1,071
More than one year and less than two years	1	153
Two years	13	1,849
Union Membership		
Union shop provision	7	756
Maintenance of membership clause	11	1,633
No provision	7	650
Check-off of Union Dues		
Compulsory check-off	9	856
Voluntary and revokable	7	705
Voluntary, not stated whether revokable or not	7	1,247
Voluntary and irrevokable	2	231
Hours of Work		
Daily		
8 hours per day	24	2,911
Not ascertainable	1	28
Weekly		
40 hours per week	22	2,921
44 hours per week	2	88
45 hours per week	1	30
Days Per Week		
5 days per week	23	2,951
5½ days per week	1	60
Not ascertainable	1	28
Overtime Rates		
Time and one-half after standard hours per day and per week	17	2,313
Time and one-half for work outside of designated working hours	4	477
Time and one-half for specified number of hours; overtime rate higher thereafter	2	154
Straight time for short period before overtime rate of time and one-half is applicable	1	65
Time and one-half immediately after standard hours per week only	1	30
Overtime Rates on Sunday or alternate 7th day		
Double time	15	1,955
Time and one-half	10	1,084
Paid Statutory Holidays		
Number of days		
6 days	1	28
8 days	23	3,001
9 days	1	10
Rate of Pay if holidays are worked		
Double time and one-half	17	2,333
Double time	6	631
Time and one-half	1	45
No provision	1	30
Paid Vacations		
Graduated Plan—Maximum of three weeks	23	2,951
Graduated Plan—Maximum of two weeks	1	28
Uniform plan—Two weeks after one year's service	1	60

SELECTED PROVISIONS IN CURRENT COLLECTIVE AGREEMENTS OF THE FLOUR MILLING INDUSTRY

Provisions	Number of Agreements	Number of Workers Covered
Shift Schedules and Differentials		
3-shifts—higher differential for third than for second shift	20	2,741
3-shifts—equal differential for second and third shift	1	165
2-shifts with differential	2	95
Shift work indicated but number of shifts not stated—no differential	1	28
No provision for shift operations	1	10
Seniority Applications Provisions		
In layoffs, promotions, rehirings and in choice of vacations and/or work	14	1,935
In layoffs, promotions and rehirings	9	1,085
In layoffs, rehirings and in choice of vacations and/or work	1	9
In layoffs only	1	10

requirements for a third week of vacation in the other seven agreements were 10, 15 or 25 years.

Seniority—Length of service is recognized in determining the order of layoffs, rehirings and promotions in practically all of the agreements. It is usually stated that seniority will prevail where ability to do the work and other factors are relatively equal.

In 11 of the 25 agreements seniority is based on both departmental and plant units, while in five other contracts seniority is plant-wide and in two others, department-wide only.

Grievance Procedure—Most agreements do not limit the operation of the grievance procedure to disputes concerning the interpretation or application of the agreement. It would appear, therefore, that any dispute arising during the term of the agreement may be processed through the grievance procedures. An employee with a grievance is usually represented by a shop steward at the first stage. If the grievance remains unsettled, it is then normally taken up by the grievance committee. In some procedures a business agent or other union official may act on behalf of employees at one or another stage.

From the employer's standpoint, a grievance is usually first submitted to the employee's foreman; if not settled by the foreman the grievance then goes to either the division or works manager or, in some cases, the personnel manager; if still unsettled, it is then submitted to the highest officials of the company or to their designated representatives.

In 22 of the 25 agreements, provision is made for arbitration of disputes not settled through the grievance procedure. In several agreements, arbitration provisions are restricted to grievances arising out of the interpretation or application of the agreement, or stipulate that the arbitrator's decision will have to be in accordance with the terms of the agreement.

A majority of the agreements contain a clause prohibiting strikes and lockouts during the term of the agreement. Other agreements provide that in the event of a strike essential services will be maintained.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds validity of federal labour relations legislation. Manitoba court quashes board order holding a nursery business subject to vacation pay law. British Columbia court holds that an agreement reached during conciliation proceedings is binding

The Supreme Court of Canada, dealing with two questions referred to it by the Governor in Council, held that the Industrial Relations and Disputes Investigation Act is applicable to a group of stevedores in Toronto, and that the basic provisions of the Act are not beyond the legislative jurisdiction of Parliament. Stevedoring as carried on in the case in question was held to be an integral part of shipping operations.

The Manitoba Court of Queen's Bench held that it was appropriate to review by way of *certiorari* a decision of the Manitoba Labour Board as to the application of the Vacations with Pay Act to a Winnipeg firm, and held that the firm was engaged in market gardening and was therefore not subject to the Act.

In British Columbia the status of a memorandum of agreement between the Shipping Federation and a longshoreman's local was determined by the Supreme Court in a declaratory judgment.

Supreme Court of Canada...

...finds I.R. & D.I. Act is applicable to certain stevedores and, in general, is valid legislation

The Governor General in Council, by Order in Council of November 18, 1954, referred to the Supreme Court of Canada the following questions of law for hearing and consideration:

(1) Does the Industrial Relations and Disputes Investigation Act, Revised Statutes of Canada, 1952, Chapter 152, apply in respect of the employees in Toronto of the Eastern Canada Stevedoring Co., Ltd., employed upon or in connection with the operation of the work, undertaking or business of the company as hereinbefore described?

(2) Is the Industrial Relations and Disputes Investigation Act, Revised Statutes of Canada, 1952, Chapter 152, *ultra vires* of the Parliament of Canada either in whole or in part and, if so, in what particular or particulars and to what extent?

The Supreme Court, in a judgment delivered June 28, answered yes to the first question and no to the second, qualifying the answer to the second by limiting it to the first 53 sections of the Act, which contain the substantive provisions of the Act regulating labour relations in the industries subject to the jurisdiction of Parliament. As no argument was presented as to the sections following Section 53, no judgment was given as to their validity.

Mr. Justice Locke, dissenting in part, would have held that the Act applied to the stevedores in the employ of the Eastern Canada Stevedoring Co., Ltd., but not to its office staff. As to the second question, he would have held that the Act was valid except as to employees engaged in shipping the activities of which are confined within the limits of a province or of which the principal part is so confined. Mr. Justice Rand would have answered no to the first question, holding that on the basis of the argument presented the activities of the company were not so closely annexed to shipping as to come within the federal power. Dealing with the second question, he held the Act valid.

The reference to the Supreme Court arose out of an attempt by the United Mine Workers of America (CCL) to obtain bargaining rights on behalf of employees of the Eastern Canada Stevedoring Co., Ltd., at Toronto who were already represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). In 1953 the Brotherhood, as the bargaining agent for a bargaining unit consisting of all employees of the Company in the port of Toronto except non-working

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

foremen, persons above the rank of foremen, office staff and security guards, was granted conciliation services by the federal Minister of Labour and subsequently entered into an agreement with the Company. On June 17, 1954, a further collective agreement was entered into by the Company and the Brotherhood. On June 15, 1954, the United Mine Workers of America applied to the Ontario Labour Relations Board for certification as the bargaining agent of the same employees, and the Board decided it had jurisdiction to hear the application for certification. The Brotherhood applied to the Supreme Court of Ontario for an order to prevent the Board from taking proceedings with respect to the application. The Attorney General for Ontario intervened and notified the Attorney General for Canada that the constitutional validity of the Industrial Relations and Disputes Investigation Act would be brought in question. The order of reference to the Supreme Court of Canada was then made in order to settle the dispute and obtain the opinion of the Court as to the jurisdiction of Parliament to enact the statute. The Attorney General for Canada, the Brotherhood and the Company contended that the Act is within the powers of Parliament, while the Attorneys General for Ontario, Quebec and Alberta, and the United Mine Workers of America submitted that it is *ultra vires*.

Opinion of the Chief Justice

The Chief Justice, in his reasons for decision, set forth the relevant facts and circumstances recited in the order of reference. The Eastern Canada Stevedoring Co., Ltd., which was incorporated under the Companies Act of Canada, furnishes stevedoring and terminal services for certain shipping companies in several Canadian ports, including Toronto. In Toronto it owns Shed Number 10 and leases Shed Number 4 and during the navigation season in 1954—approximately April to November—its operations consisted exclusively of services rendered in connection with the loading and unloading of ships, pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during that season. All these ships were operated on regular schedules between ports in Canada and ports outside of Canada.

The Company's business in Toronto consists in rendering the following services. The Company on notification of the pending arrival of ships makes such preparations as are necessary for unloading and loading such ships, including the taking on of necessary employees. It also receives delivery of cargo from the tailboards of trucks from railway car doors and holds it in its sheds for loading. With respect to unloading, when the ship has arrived, and been secured by its crew alongside the Company's sheds, the Company opens the hatches (if this is not done by the crew) and removes the cargo from the hold to the dock and there delivers it to consignees at the tailboards of trucks or at railway car doors or places the cargo in the Company's sheds. The cargo placed in the sheds is immediately, or during the next few days, delivered by the Company as required to the tailboards of trucks or to railway car doors. In these operations the Company uses the ship's winches and booms for raising and lowering the slings; it furnishes pallets necessary for lifting and piling the cargo and machines for towing and lifting cargo on the dock and in the sheds; and in cases of cargo too heavy for the ship's winches and booms it uses land cranes obtained by it. With respect to loading, the operations are substantially similar except that they are reversed, the last act of loading being the securing of the hatch covers if this is not done by the crew of the ship. In unloading the Company checks the cargo against the ship's manifest as it is unloaded and for loading it checks the cargo as it is received to assist in preparation of the ship's manifest.

In Toronto the Company has the following employees: officers, office staff, superintendents, foremen, longshoremen checkers and shedmen. The four last-mentioned groups are commonly referred to in the port of Toronto as "stevedores". During loading and unloading the Company has at the dock a management representative, superintendents and walking-bosses, and stevedores. The duties of these stevedores are as follows. The longshoremen work in gangs under the foremen. In unloading, some remove hatch covers if necessary and work in the hold to place the cargo in slings; some are winch operators and signalmen operating the ship's hoists; and some work on the dock to sort and pile cargo in the sheds except where immediate delivery is taken by the consignee or carrier. In loading the operation is reversed, the cargo being taken from the sheds and stowed in the hold by longshoremen whose last act is, if necessary, to secure the hatch covers and winches and booms. The shedmen in general deliver cargo from the sheds to the tailboards of trucks or to railway car doors or receive cargo at those points and place it in the sheds and sometimes re-arrange the cargo

in the sheds. The checkers check the incoming cargo against the ship's manifest and check outgoing cargo for preparation of the ship's manifest. The unloading and loading of a ship is performed under the direction and authority of the ship's officers. The orders of the ship's officers are given to the supervisory personnel of the Company who direct the work of the stevedores.

In dealing with the first question, the Chief Justice emphasized that the question was whether the Act applies in respect of the employees engaged in the undertaking described in the Order in Council, and that according to that description the Company's operations for the year 1954 "consisted *exclusively* of services rendered in connection with the loading and unloading of ships, pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during that season. All these ships were operated on regular schedules between ports in Canada and ports outside of Canada." It was unnecessary to consider the possibility of the Company engaging in other activities. The fact that the Company is an organization independent of the steamship companies with which it contracted did not, in his opinion, affect the matter and he said he found it difficult to distinguish these employees from those, engaged in similar work, employed directly by a shipping company whose ships ply between Canadian and foreign ports. The question whether employees of other independent organizations engaged in furnishing services are covered by the Act should be left until the occasion arises. He concluded that the employees of the Company in Toronto, as they were engaged in the year 1954, are part and parcel of works in relation to which the Parliament of Canada has exclusive jurisdiction to legislate.

In dealing with the second question, the Chief Justice examined Section 53 of the Act, which states that Part I applies in respect of employees who are employed "upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada," and which, without restricting "the generality of the foregoing," enumerates eight matters subject to that authority. He found these matters either referable to specific provisions of the British North America Act placing them under the exclusive legislative authority of Parliament or, in the case of air transportation and radio, that they had by judicial interpretation been so placed, with one reservation. This reservation was that "in some particulars a provincial legislature had jurisdiction over ferries or ships plying between points within the limits of the province" and, therefore, Parliament does not in his opinion have exclusive jurisdiction in that field, but "questions may arise in connection with particular employees" because of Parliament's authority over navigation and shipping.

He did not accept the contention that the words "in connection with" are too broad, but said that the Act should not be construed to apply to employees who are employed at remote stages but only to those whose work is intimately connected with the work, undertaking or business.

Scope of "in connection with"

Each of the nine judges gave separate reasons for his answer. Several judges dealt with the scope of the words "in connection with". Mr. Justice Kellock said the words "are not to be construed in a remote sense but as limited to persons actually engaged in the operation of the work, undertaking or business which may be in question. Just what are the proper limits in this connection of the word 'employees' in the section must be left for determination in particular cases as they arise".

Mr. Justice Taschereau said the words must not be given too wide an application but that it is quite impossible to say in the abstract what is and what is not "in connection with". Each case must be dealt with separately.

Mr. Justice Cartwright said the words must be understood as meaning "connected in such manner with the operation of the work, undertaking or business referred to that the legislation contained in Part I of the Act when applied to the employees so described is in substance legislation in relation to the operation of such work, undertaking or business or necessarily incidental ... or truly ancillary ... thereto".

Mr. Justice Estey said that the words should be construed in association with the other language of the Act and so construed they would not include more "than that which would form an integral part or be necessarily incidental to the work, undertaking or business that was within the legislative competence of Parliament".

Mr. Justice Fauteux quoted from an English case *Lawson* v. *The Wallasey Local Board* LR 11 QBD 229 in which the expression "anything in connection with this contract" was held to mean anything "part of or necessarily connected with the contract". Under a like construction, consistent with the limiting feature in the governing phrase ("that is within the legislative authority of the Parliament of Canada")

the employment therein referred to would then be employment upon such work, undertaking or business that is within the legislative authority of the Parliament of Canada or *employment as to part of or necessarily connected with the operation of such work, undertaking or business.*

Mr. Justice Locke, who dissented from the majority to the extent of holding that office employees of the Eastern Stevedoring Co., Ltd., were not covered by the Act, did so on the ground that in his view the office staff in this situation were not employed upon or in connection with the work of shipping. "In connection with" should be construed as referring "to services rendered by employees which by their very nature and necessarily incidental to activities subject to the legislative control of Parliament such as the services of those operating the winches who, in this occupation, are included in the designation of stevedores."

Mr. Justice Rand found neither the office staff nor the stevedores engaged upon or in connection with shipping. He held the stevedoring operation not to be "truly ancillary" or "necessarily incidental" to shipping, to the extent necessary to remove provincial control over them as local operations. To do so would mean "an extension of dominion jurisdiction to the internal relations of an independent organization specializing in a limited function employed not as a permanently annexed or incorporated segment of dominion undertakings but as a local agency furnishing terminal services generally for which the steamship companies contract currently". The fact that the company's activity during 1954 was confined to certain steamship was not "a controlling circumstance". He mentioned examples of local services that might be provided to local as well as federal undertakings and made the point that a division of legislative authority would be hopelessly confused.

> Must a general protective agency, because it serves banks, be treated in any degree in respect of labour relations as performing a service ancillary to banking? Would a general delivery service engaging with an express company to make local deliveries be drawn fractionally within the dominion orbit?

Meaning of "navigation and shipping"

Reasons for holding that the work of stevedoring falls within "navigation and shipping" were set out in the judgment of Mr. Justice Kellock as follows:

> In my opinion, this head of jurisdiction extends to all matters connected with a ship as an instrument of navigation and transport of cargo and passengers. The jurisdiction must extend to stowage and, in my opinion, to loading and discharge also, which operations have been traditionally the responsibility of the ship and carried out under the direction of the master.

In Mr. Justice Taschereau's opinion, "regulation of employment of stevedores is an essential part of navigation and shipping and is essentially connected with the carrying on of the transportation by ship". In much the same terms Mr. Justice Abbott said that "it seems clear that the loading and unloading of ships (often referred to as stevedoring when done by men who are not members of the ship's crew) is an essential part of the transportation of foods by water".

In Mr. Justice Fauteux's view, stevedoring is an operation "part of or necessarily connected with" the operation of shipping.

In the opinion of Mr. Justice Cartwright, the actual operation of ships and the performance of such acts as are essential parts of transportation by ship fall within the words "navigation and shipping". Going on to speak of the specific case of the employees of the Eastern Stevedoring Company as they were employed in 1954 he said:

> It is my opinion that Part I of the Act when applied to employees who are employed in the operation of the undertaking of the Company is legislation in relation to shipping and not merely legislation incidental or ancillary thereto. The actual loading and unloading of ships is, in my view, an integral part of shipping.

The same view was taken by Mr. Justice Estey:

> That the work of stevedores is an integral part (of operation of lines of steam ships) would seem to follow from the fact that these lines of steam ships are engaged in the transportation of freight and the loading and unloading therefor, which would appear to be as necessary to the successful operation thereof as the enbussing and debussing of passengers in the *Winner* case, *supra*. The loading would, therefore, be an integral part of the operation of these lines of steamships and, therefore, subject to the legislative jurisdiction of Parliament.

Interprovincial Shipping

The question of the authority of Parliament to legislate concerning employees engaged upon or in connection with "transportation by ship anywhere in Canada" arose in consideration of the second question as to the validity of the Act. As noted above, the Chief Justice thought there was some limitation on the exclusive authority of Parliament with respect to intraprovincial shipping.

Mr. Justice Taschereau also considered that provincial jurisdiction over inland shipping "which is not always a federal concern" was not entirely excluded.

Mr. Justice Kellock held that there was jurisdiction left with the provincial legislatures with regard to purely local ferries, pointing out that at the time of Confederation the current understanding of a ferry was "the continuation of a public highway across a river or other water for the purpose of public traffic from the termination of the highway on the one side to its recommencement on the other side". He thought, therefore, that the jurisdiction of Parliament with regard to navigation and shipping was encroached upon only in respect of such matters as the granting of franchises, schedules, rates and control of traffic using a local ferry. Such matters as wages, hours of labour, and agreements relating to conditions of labour upon ships, whether operated in local or interprovincial or international waters, are in his opinion within the exclusive jurisdiction of Parliament.

Mr. Justice Cartwright took the view that the actual operation of ships and the performance of such acts as are essential parts of "transportation by ship" fall within the words "navigation and shipping" and so within the jurisdiction of Parliament even in the case of a purely intraprovincial line of ships.

Mr. Justice Estey held that whatever may be included under "navigation and shipping," the precise meaning of which is not easy to determine, applies equally whether the work, undertaking or business be otherwise subject to the legislative jurisdiction of either Parliament or a provincial legislature. He found it appropriate that Parliament should adopt comprehensive language to make it clear that its provisions apply to labour and labour relations in respect of navigation and shipping, whether the work, undertaking or business be inland or maritime, and to the operation of ships and transportation by ship anywhere in Canada.

Mr. Justice Abbott held that the combined effect of the references to shipping is to exclude from federal jurisdiction, except in such aspects as may relate to the navigation of the vessel, shipping which is purely local in character such as a ferry or a line of ships operating wholly within the limits of one province.

Mr. Justice Fauteux agreed with the view that there is no power in Parliament to deal with such local activities as exclusively intraprovincial shipping.

As indicated in his answer to Question 2, Mr. Justice Locke held that, with respect to undertakings of persons engaged in shipping activities confined within the limits of a province or the main or principal part of whose undertakings are so confined, exclusive power to make laws in relation to the industrial relations between employers and those employed is in the province.

Mr. Justice Rand held that it would be an unwarranted encroachment on provincial powers to extend the scope of shipping to crews of vessels engaged in strictly local undertakings or services, including fishing fleets and craft engaged primarily in intraprovincial carriage.

Property and Civil Rights

Several judges dealt specifically with the contention of those who opposed the validity of the Act that the subject matter of the legislation is within the ambit of "property and civil rights in the province," and "matters of a merely local or private nature in the province," listed under exclusive powers of provincial legislatures in Section 92. Mr. Justice Kellock said that if the legislation is authorized by any of the classes of subjects enumerated under the powers of Parliament in Section 91, Section 92 becomes inapplicable, notwithstanding that the subject matter of legislation inevitably affects matters otherwise within that section. Making the same point, Mr. Justice Cartwright quoted the words of Lork Atkin in *Proprietary Articles Trade Association* v. *Attorney-General for* Canada (1931) AC 310:

> If then the legislation in question is authorized under one or other of the heads specifically enumerated in s. 91, it is not to the purpose to say that it affects property and civil rights in the provinces. Most of the specific subjects in s. 91 do affect property and civil rights but so far as the legislation of Parliament in pith and substance is operating within the enumerated powers there is constitutional authority to interfere with property and civil rights.

Mr. Justice Fauteux, also citing the *Proprietary Articles* case, went on to distinguish from the present case *Toronto Electric Commissioners* v. *Snider* (1925) AC 396 in which the earlier federal legislation dealing with investigation of disputes was declared *ultra vires:*

> *In Toronto Electric Commissioners* v. *Snider (supra),* the statute considered, which was the predecessor to the Act, did, in a like matter and in a manner substantially similar, interfere with property and civil rights of employers and employees. There was, however, as to the application of the legislation, no limitation of a character such as the one found in the present Act. Ultimately, the question considered was whether this interference constituted the purpose of the legislation or was it merely incidental to other purposes within the legislative competence of Parliament. It being found that

neither the evidence adduced in the record nor the statute itself manifested any purpose other than the one indicated by the legal effect of its provisions, i.e., interference with property and civil rights, the legislation was declared *ultra vires*. Under the present legislation, however, the limitation, resting moreover in its essence formally on constitutional grounds, evidences a purpose other than the one indicated by the legal effect of its provisions, i.e., the promotion of peaceful labour operations in works, undertakings and businesses strictly within the legislative competence of Parliament. And while a like conclusion may not be reached in all of the cases where a similar pattern of legislative action is adopted, in the present matter I think that "the legislation of Parliament in pith and substance is operating within the enumerated powers" of Parliament.

Question of Exclusive Jurisdiction

The opinion of each member of the Court clearly was that Parliament has authority to legislate concerning labour and labour relations in a limited field. That field was described by Mr. Justice Estey as

those situations in which labour and labour relations are (a) an integral part of or necessarily incidental to the headings enumerated under s. 91; (b) in respect to Dominion Government employees; (c) in respect to works and undertakings under ss. 91(29) and 92(10); (d) in respect of works, undertakings or businesses in Canada but outside of any province.

The question whether, in the absence of legislation by Parliament, provincial legislation would be operative in respect to any of these undertakings which are of a local nature was commented on by some judges. It was pointed out by Mr. Justice Kellock that it was not necessary to consider the question, since in the present instance the field is occupied, but he cited authorities for the proposition that the power of Parliament to legislate with respect to the management of such undertakings was exclusive, and that there would be no room for provincial legislation on the same subject matter with relation to such an undertaking, whether the field had or had not been occupied. He found in the Act under question

a legislative pronouncement that each and every of the works, undertakings and businesses described in the lettered paragraphs are works, undertakings and businesses within the exclusive legislative jurisdiction of Parliament and their enumeration is not to restrict the generality of the works, undertakings or businesses within that legislative authority.

Mr. Justice Locke noted that although the opinion of Mr. Justice Duff in the *Hours of Work Reference* (1925) SCR 505, was to the effect that with respect to such undertakings provincial authority is unimpaired and unrestricted if there is no federal legislation, this was to be contrasted with what was said by Lord Watson in *Union Colliery* v. *Bryden* (1899) AC 588, that the abstinence of the Dominion Parliament from legislating to the full limit of its powers could not have the effect of transferring to any provincial legislature the legislative power assigned to the Dominion by Section 91.

Mr. Justice Taschereau referred to the judgment of the Supreme Court in *Minimum Wage Act of Saskatchewan* (1948) SCR 248 in which it was held "that the wages of an employee of a Postal Service of Canada were within the exclusive legislative field of the Parliament of Canada, and that any encroachment by provincial legislation on that subject must be looked upon as being *ultra vires* whether or not Parliament has or has not dealt with the subject by legislation". *Reference re Validity of Industrial Relations and Disputes Investigation Act,* Supreme Court of Canada, June 28, 1955.

Manitoba Court of Queen's Bench...

... quashes Labour Board ruling that nursery firm in Winnipeg was subject to Vacations with Pay Act

In a case relating to the Vacations with Pay Act in Manitoba, it was held by Mr. Justice Duval in the Court of Queen's Bench that a Winnipeg nursery business came within the meaning of market gardening and was excluded from the Act.

F. C. Pound Limited employed a man who claimed that according to the Vacations with Pay Act he was entitled to a vacation with pay. The Manitoba Labour Board, upon application of the employee, ruled that the business was subject to the terms of the Act and ordered the company to pay the employee two weeks' vacation wages. The Vacations with Pay Act applies to all employers and employees in every industry, business, trade and occupation excepting agriculture, ranching and market gardening.

The company applied for an order of *certiorari* to have the order of the Board reviewed and quashed on the ground that it is engaged in market gardening and is excepted from the Vacations with Pay Act and consequently the Board had no jurisdiction to make the order.

The facts as to the nature of the business were obtained by the court from an affidavit signed by the president of the company and filed the day before the hearing; the counsel for the Board was granted permission to cross-examine him on the affidavit as to the nature of the firm's business. On this

evidence, Mr. Justice Duval found that the applicant obtained letters patent under the Companies Act of Manitoba in 1946 for the purpose of carrying on the business of gardening and since that date has engaged in growing flowers, vegetables, flowering shrubs and ornamental trees. Prior to the incorporation of his firm, the president had been in the gardening and landscaping business for 40 years, and after the incorporation of the company continued to operate the business as before.

The company owned two properties, both located in the city of Winnipeg. The main one consisted of about one acre of land situated on Mulvey Avenue, which was in the city's suburbs when first acquired, and the second property, near the centre of the city, was operated mainly as a market outlet for sale of the company's product.

The company grows vegetables and flowers in flats for transplanting and also raises some vegetables such as cauliflowers, celery, lettuce and tomatoes to maturity but it is estimated that 90 per cent of them are sold for transplanting before maturity.

In addition the company imports many bulbs, raises them in its greenhouses and resells the plants. It also imports special flowering shrubs and trees which it grows and resells. During May and June in each year the company undertakes landscaping and, in connection with this business, sells its products. It is estimated also that 75 per cent of everything sold by the company is grown on its land or in its greenhouses and also one-third of its business is wholesale and two-thirds retail.

Mr. Justice Duval, in rendering judgment, held the operation came within the meaning of "market garden" and therefore was excluded from the Vacations with Pay Act.

In support of his decision he reviewed the dictionary meanings of the expression "farm", "market garden", "nursery" and a number of statutory definitions, as well as leading authorities.

He based his decision mainly on a judgment rendered by the Ontario Court of Appeal (1954) 1 DLR 82 dealing with the application of the Assessment Act to a nursery in Brampton, to the effect that occupation and use of land as a farm, market garden, or nursery is a question of fact and it is wholly immaterial how the person assessed in respect thereto describes or advertises his activities or to what trade association he belongs. He cannot avoid being automatically a florist if he raises and sells flowers and flowering plants, but it is illogical to say that he thereby ceases to be a farmer, market gardener or nurseryman. Though it may be said that the chief or preponderating business of such a person is that of a florist, this does not mean necessarily that he does not occupy or use the land as a farm, market garden or nursery.

The expression market gardens or nursery grounds was also interpreted in *Purser* v. *Worthing Local Board of Health* (1887) 18 QBD 818, and in this case market garden and nursery ground were treated as synonymous terms and no reference was made to the method of sale. It is also well established that a market garden includes not only the growth of vegetables and fruits but also the growth of bulbs and flowers.

Summing up, Mr. Justice Duval said:

> In my opinion the expression "market gardening" as used in sec. 3 of the Act in question does in effect clearly include the business carried on by the applicant herein. This expression is generally used to describe such business and I can find no case or dictionary definition that would indicate anything to the contrary.

As to the jurisdiction of the Manitoba Labour Board to determine if the Vacations with Pay Act did or did not apply, counsel for the Board presented the argument that in this case the Board had jurisdiction to determine the issue and that the finding of the Board is final and conclusive and not subject to review on *certiorari*.

Mr. Justice Duval pointed out that the jurisdiction of the Board to determine this question must be found in the provisions of Section 13 of the Vacations with Pay Act, which reads as follows:

> 13. (1) Where doubt arises respecting any matter *to which this Act applies* and in particular, and without restricting the generality of the foregoing, with respect to ...
>
> (c) the application of this Act or of any provision thereof to any person ...
>
> the matter may be referred by an employee or his employer to the board, and the board may make an order deciding the matter and where necessary directing the employer to pay vacation wages to an employee, or to grant him a vacation as herein provided, or both.
>
> (2) An order of the board made under subsection (1) shall be final and conclusive and binding upon all persons affected thereby, and every person to whom the order applies shall obey it in accordance with its tenor.

The governing words in the section were, in his opinion, the italicized words above. He interpreted them to mean that if the Act applies, the board shall have the powers set out in Section 13. The application of the Act must be determined by the section dealing with application. If it were intended that the Board should have the

power to limit or enlarge its jurisdiction, these powers would be clearly and precisely stated in the Act.

A similar provision was considered by the Manitoba Court of Appeal in Workmen's Compensation Act and CPR (L.G., 1950, p. 895). In that case the questions to determine were the following: whether the man was a "workman" within the meaning of the Act; and (2) whether the finding of the board that he was a workman was final and conclusive or whether the finding was subject to quashing by the court. Mr. Justice McPherson, Chief Justice of the Court of Appeal, in delivering the judgment of the full court found that the man was not a workman, and in considering the question whether the order of the board was final and conclusive, found that the board did not have jurisdiction and quashed the order.

Mr. Justice Duval quoted also from Lord Sumner's judgment in *Rex* v. *Nat Bell Liquors Ltd.* (1922) 2 AC 128, on a similar point: "While its decision (the board's) is final, if jurisdiction is established, the decision that its jurisdiction is established is open to examination on *certiorari* by a superior court."

He therefore found that the court had power to review the decision of the Manitoba Labour Board in this case, and that the finding that the applicant was not engaged in market gardening must be quashed, and the Board prohibited from making any order against this firm under the Vacations with Pay Act. *Re F.C. Pound Limited and Manitoba Labour Board* (1955) 15 WWR 254.

Supreme Court of British Columbia...

...holds that memorandum of agreement is binding even if a formal agreement has not been signed

The president and secretary of Local 502 of the International Longshoremen's and Warehousemen's Union, suing on behalf of themselves and other officers and members of the union, obtained from the Supreme Court of British Columbia a declaration that an agreement was in effect between the Union and the Shipping Federation by reason of the memorandum of agreement entered into following conciliation proceedings, and that a provision relating to work on Saturday afternoons was included in it.

The Union and the Federation were parties to an agreement due to expire in the fall of 1953. On July 13, 1953, the Union notified the Federation that it wished to discuss certain proposed amendments to the collective agreement, including wage rates. The parties were unsuccessful in negotiating an agreement, and a conciliation officer, and subsequently a conciliation board, were appointed under the Industrial Relations and Disputes Investigation Act. The conciliation board reported to the Minister of Labour in February 1954 (L.G., 1954, p. 549), setting out the difference between the parties at the conclusion of the board sittings and its recommendation in respect to each matter. After consideration of the board's recommendations, a memorandum of agreement was entered into between the Federation and the Union, which read in part as follows:

> The Shipping Federation on the one hand and International Longshoremen's and Warehousemen's Union Locals 501, 502, 503 and 508 on the other hand hereby agree to accept, effective Monday, March 1, 1954, the recommendations of the Board of Conciliation, as follows:
>
> 1. That the deepsea longshore base rate of pay be increased by six cents per hour.
>
> 2. That overtime rates be paid for all work on Saturday mornings...
>
> It is hereby further agreed between the Shipping Federation and International Longshoremen's and Warehousemen's Union Locals 501, 502, 503 and 508 that collective agreements be entered into between the parties to be effective for a period of one year and including March 1, 1954, through to and including February 28, 1955, incorporating the provisions of the existing agreements with the amendments set forth above...

Subsequently the Federation prepared an agreement purporting to be based on the memorandum of agreement. A clause from the previous agreement reading as follows was omitted:

> 10. (e) When men start, resume or continue work after 1:00 p.m. Saturday they shall receive not less than three hours' pay for any work done.

The Union claimed that this clause should be a part of the collective agreement and applied to the court for a declaration to that effect.

Mr. Justice McInnes, in giving his reasons for decision, said that the point for decision was whether the parties in signing the memorandum of agreement had come to a firm agreement, or whether it was a condition precedent to there being a final agreement between them that a formal collective agreement should be drawn up.

He found that the authorities on this point were to the effect that it is a question of construction whether the execution of the further contract is a condition of the bargain or whether it is a mere expression of the desire of the parties as to the manner in which the transaction already agreed to

will in fact go through. In the latter case there is a binding contract. On examining the memorandum of agreement in question, he found nowhere in it any expression that the agreement reached between the parties was subject to the preparation and execution of a formal collective agreement. He concluded that "this memorandum is clear upon its face and when read with Ex. 1 (the previous collective agreement), would without doubt constitute an effective agreement even if no formal contract were ever entered into".

It was contended by the Federation that in any case it was not necessary to insert the Clause 10(e) in the new collective agreement because of other provisions. Mr. Justice McInnes did not accept this contention. Without Clause 10(e), if a man had commenced working Saturday morning and was called back in the afternoon he would not be entitled to the minimum three hours' pay for the work done in the afternoon inasmuch as the time worked in the morning would be counted as part of the three hours.

His Lordship also referred in support of his decision to Section 38 of the Industrial Relations and Disputes Investigation Act which reads:

> Where a Conciliation Board has been appointed and at any time before or after it has made its report, the parties so agree in writing, the recommendation of the Conciliation Board is binding on the parties and they shall give effect thereto.

There was a clear undertaking in the memorandum of agreement to give effect to certain of the board's recommendations and the Federation was therefore precluded by Section 38 from disputing that a collective agreement had been arrived at.

He held accordingly that the Union was entitled to the declaration asked for, and that there was and had been since March 1, 1954, a collective agreement in force between the Union and the Federation consisting of the terms of the previous collective agreement as modified by the memorandum of agreement, and that 10(e) of the previous collective agreement was a part of it and had been in full force and effect from March 1, 1954. His Lordship noted that the recommendation contained in the memorandum of agreement had in fact been accepted and acted upon since March 1, 1954. *Jackson and Cope* v. *Shipping Federation of British Columbia* 15 WWR 311.

Labour Legislation in Ontario, 1955

Attorney General authorized to appoint arbitrator to settle disputes between firefighters and municipal councils arising out of collective agreement. Trench safety Act amended. Services to disabled augmented

The Ontario Legislature, in session from February 8 to March 31, amended the legislation enacted in 1954 for the protection of workmen engaged in trench excavation, and made further provision under the Fire Departments Act for dealing with disputes concerning the carrying out of awards or agreements between firefighters and a municipal council. An Act was also passed setting out the practice to be followed in respect to remuneration of judges who serve as chairmen of conciliation boards or as arbitrators under statutory authority.

New social legislation, a Rehabilitation Services Act to come into force on proclamation, seeks to further the services now provided in the province for assisting handicapped persons to fit themselves for remunerative employment. Amendments were also made to the Workmen's Compensation Act, the Mothers' Allowances Act, the Old Age Assistance Act and the Blind Persons' Allowances Act.

Protection of Workers in Trenches

Several amendments were made to the Trench Excavators Protection Act after a year of operation in order to relax the requirements of the Act in certain special situations and to provide some additional safeguards for workmen in trenches.

The Act does not apply to trenches four feet deep or less, trenches where the work is done by the owner himself alone and those into which no person is required to enter. In addition, the Act will now not apply to "a part of a trench excavated for a pipe line or conduit if sections of the line or conduit are permanently assembled before being mechanically placed in the trench, and if the trench is mechanically back-filled".

Normally, before work is begun on a trench, the owner or contractor is required to notify the inspector of the name and address of the owner of the land and the contractor; the location of the proposed trench; the depth and width of the trench; the proposed date of commencing work; the name and address of the person who will be in charge of the work and now, in addition, the particulars as to the type and condition of the soil and the location of pipes, conduits or prior excavations in or adjacent to the proposed trench. The amendment provides, however, that excavation may take place for repairs to be made or to prevent injury to persons or damage to property without the necessity of first notifying an inspector provided that notice is given as soon as practicable.

The Act requires that, with certain exceptions, the sides of trenches more than four feet deep must be securely shored and timbered with good quality material to at least one foot above the top of the trench. Additional exemptions from this provision are now provided. Above-ground shoring may now be dispensed with on the permission of an inspector and shoring will no longer be required for trenches dug in hard soil so long as they do not exceed six feet in depth. A new section provides that where the shoring and timbering is to be removed on completion of the other work in a trench, the removal must be done by or under the personal supervision of a person experienced in removing shoring and timbering.

Only experienced persons were allowed to handle, transport, prepare or use dynamite or other high explosives but an amendment permits an inexperienced person to do so provided he works under the personal supervision of an experienced person.

The sections requiring trenches to be barricaded and marked by lighted lanterns or flares at night now apply only to trenches adjacent to a public or private way.

A number of additional safety precautions were added to the Act. The Act requires the person in charge to ensure that no harmful gases or fumes are present in the trench in such a degree as to endanger health; if fumes are present mechanical ventilation must be provided. The amendment provides that where mechanical ventilation is not sufficient to supply uncontaminated air for a person in a trench, protective respiratory equipment furnishing air from an uncontaminated source must be supplied.

The section prohibiting the placing of material near the trench was re-worded. It now states that no tool, machinery, timber or other object may be placed or kept adjacent to a trench in a manner that may endanger the safety of a person in the trench. No excavated material must be placed within two feet of the edge of a trench.

No person may work alone in a trench exceeding 20 feet in depth at any time unless another is on duty outside the trench. This prohibition formerly applied only during periods of temporary shut-down.

Arbitration for Firefighters

An amendment was made to the section of the Fire Departments Act which governs collective bargaining and arbitration of disputes between a municipal council and a bargaining committee of the full-time firefighters.

The amendment provides for the appointment of a single arbitrator to settle disputes arising out of a collective agreement or arbitration award. Where a difference arises between the parties relating to the interpretation, application or administration of a collective agreement, a decision or award of a board of arbitration, or where an allegation is made that the agreement or award has been violated, either party may, after exhausting any grievance procedure established in the agreement, notify the other party in writing of its desire to submit the difference to arbitration. If the parties do not agree on a single arbitrator within ten days, the Attorney General, on the request of either party, may appoint one. The arbitrator will hear and decide upon the points of difference between the parties or the alleged violation and will issue a decision which is final and binding on the parties.

Extra-judicial Services of Judges

The Extra-judicial Services Remuneration Act provides that a judge may act as conciliator, arbitrator, referee or on a Commission of Inquiry under any Ontario statute or an agreement made under it.

The Act further provides that a judge is not to receive remuneration according to the terms of the statutory provision under which he is acting as a conciliator, arbitrator or referee, but that transportation and living allowances may be authorized by the Lieutenant-Governor in Council by general or special order.

The Act is effective from January 1, 1955.

Workmen's Compensation

Two minor changes were made in the Workmen's Compensation Act. The scale of benefits established in 1953 was made

applicable to dependants of a workman whose death occurs after April 2, 1953. As enacted in 1953, the new scales were applicable only when the *accident* causing the workman's death occurred after April 2, 1953. The monthly allowance to a widow is $75; to a child under 16, $25; and to an orphan child, $35.

The Act provides for the examination of the employer's books by a representative of the Board to ascertain whether or not the employer has furnished an accurate statement of his payroll or to determine whether an industry or person is under the Act. This section was amended to authorize the Board to apply *ex parte* to a judge of the county or district court for an order authorizing an officer of the Board and police officer assisting him to enter and search any building for the employer's books and seize the books for examination.

The Ontario Hurricane Relief Fund Act authorizes the Fund to enter into an agreement with the Workmen's Compensation Board to administer assistance to dependants of deceased victims of the hurricane of October 15 and 16, 1954.

The assistance will be paid from sums turned over by the Fund to the Board in amounts and under conditions provided for in the agreement and in the Workmen's Compensation Act.

If a disagreement arises between a dependant and the Board regarding the amount of the allowance or the continuation of the payments the matter is to be referred to the Attorney General, whose decision is final.

Rehabilitation of the Disabled

The Rehabilitation Services Act, to come into force on proclamation, is a new Act for the provision of services to enable handicapped persons to engage in remunerative employment. It is similar in purpose to the Rehabilitation Act passed in Saskatchewan in 1953.

The Minister of Public Welfare, with the approval of the Lieutenant-Governor in Council, is authorized to enter into an agreement with the Government of Canada or with an approved organization for the purpose of providing rehabilitation services to handicapped persons. In moving second reading of the Bill, the Minister of Public Welfare explained that its primary purpose was to assist in carrying out and improving upon the existing services performed by independent organizations which are engaged in rehabilitation work.

Any handicapped person suffering a physical or mental impairment which substantially prevents him from engaging in remunerative employment may apply for services under the Act. He must have lived in Ontario for one year immediately preceding the date of application and not be receiving a pension or allowance from the federal government for war services unless he is a dependant receiving a pension under the Pension Act (Canada). A person in receipt of workmen's compensation is not covered unless he is handicapped for reasons not attributable to the accident or disease for which he receives compensation or unless he is a dependant of a person in receipt of compensation.

A handicapped person may apply for rehabilitation services to a "local authority", which includes a public welfare administrator or commissioner, the clerk of a municipality, and a field worker of the Department of Public Welfare, or to a representative of an approved organization. The Director of the Disabled Persons' Allowances Branch and Rehabilitation Services of the Department of Public Welfare will receive the application and determine the eligibility of each applicant. If the applicant is eligible, the Director is to review the recommendations of the local authority or the representative of the approved organization and authorize the provision of rehabilitation. Where rehabilitation services are provided, the Act authorizes allowances to be paid to the handicapped person out of the Consolidated Revenue Fund in accordance with the regulations.

The Lieutenant-Governor in Council may make regulations for the proper administration of the Act. They may prescribe the kinds of rehabilitation services to be provided, the amounts that may be paid to or on behalf of persons receiving services, and various other matters in connection with the administration of the Act.

An advisory board may be established by the Lieutenant-Governor in Council to assist the Director, and an advisory committee of three or more persons to advise the Minister, respecting the development and provision of rehabilitation services. The Minister explained in the Legislature that it is proposed to set up a departmental committee representative of the Departments of Labour, Education, Health and Welfare, the four departments concerned with the well-being of handicapped persons.

Allowances for the Disabled

A new Disabled Persons' Allowances Act was passed replacing the Act passed in 1952. The 1952 Act provided for assistance of up

to $40 a month from the provincial Government to permanently and totally disabled residents of Ontario between 18 and 65 years. The Act was subsequently amended to enable the province to participate in the proposed joint federal-provincial program of financial assistance to the disabled and to enter into an agreement with the federal Government for that purpose. Since an agreement has now been made with the federal Government, the new Act sets out the administrative details of the joint program.

Mothers' Allowances

Amendments were made to the Mothers' Allowances Act which will permit allowances to be paid in certain special circumstances in which allowances were not previously authorized.

A mother whose husband has deserted her or the child and has not been heard of for at least one year is eligible for an allowance. The amendments provide that when the deserting husband is found the Director of Mothers' Allowances may, in his discretion, continue payment of the allowance for a period of not more than three months. Previously the allowance ceased when the deserting husband was located.

An allowance is also payable to a mother whose husband is permanently unemployed by reason of mental or physical disability. By the amendment, in a case where, in the opinion of the Director, the husband may benefit from rehabilitation services under the Rehabilitation Services Act, the Director may recommend the husband for such services and continue payment of an allowance to the mother for a period of not more than 12 months after the month following the one in which the husband begins to receive such services.

The Act stipulated that the mother must have been an Ontario resident for at least one year before applying for an allowance and must continue to reside in Ontario with her children in order to receive the allowance. The amendment now authorizes the Director to grant permission in writing to the mother to be absent from the province for compassionate or other satisfactory reasons up to a period of 92 days in the 12-month period preceding the return of the mother to Ontario.

Old Age Assistance and Blind Persons' Allowances

Amendments were made to the Blind Persons' Allowances Act and the Old Age Assistance Act to authorize the Minister of Public Welfare to make supplemental agreements with the federal Government in order to amend the main agreement made under the Act. This amendment will enable the province to conform with the changes made in the federal Blind Persons Act at the 1955 session of Parliament, which lower the age limit for eligibility for an allowance from 21 to 18 years and increase the income ceilings.

Bill Not Passed

A private member's Bill to amend the Labour Relations Act sought to require employers to institute the voluntary revocable check-off of union dues. The motion for second reading was defeated.

Recent Regulations under Provincial Legislation

Newfoundland issues new social assistance regulations. Saskatchewan increases mothers' allowances. Three provinces adopt federal Disabled Persons Regulations and two others revise their existing regulations

Regulations providing for financial and other assistance to needy persons in Newfoundland have been issued under the Social Assistance Act which came into force April 1.

Mothers' allowances in Saskatchewan have been increased by $5 a month.

The Department of Labour in Quebec may now refuse the payment of fees and expenses in conciliation board meetings held after the expiration of the prescribed period.

Alberta has entered into an agreement with the federal Government to share the costs of medical examinations of disabled persons and has also published the forms to be used in making applications under its Disabled Persons' Pensions Act. The provinces of Alberta, New Brunswick and Newfoundland have adopted the federal Disabled Persons Regulations (L.G., Feb., p. 184). New Brunswick and Newfoundland also issued new regulations for the administration of their disabled persons'

allowances Acts; Saskatchewan and Ontario revised their existing regulations.

The revised federal Old Age Assistance Regulations and Blind Persons Regulations (L.G., March, p. 329), have been adopted as regulations under the provincial Acts of Alberta, British Columbia and Saskatchewan. All three provinces had adopted the earlier federal regulations. The regulations under the provincial Old Age Assistance Act and the provincial Blind Persons' Allowances Act in Saskatchewan were also revised.

Alberta Blind Persons Act

The province of Alberta has amended its Blind Persons Regulations (L.G., 1952, p. 946) to adopt the revised federal regulations. The amendment was approved by O.C. 528-55, gazetted May 14 and became effective January 1, 1955.

Alberta Disabled Persons' Pensions Act

The federal Disabled Persons Regulations were adopted as regulations under the Alberta Disabled Persons' Pensions Act by O.C. 484-55, gazetted May 14 and effective from January 1, 1955. The forms to be used in making applications were also gazetted May 14.

The government of Alberta has now entered into a second agreement with the Government of Canada regarding disabled persons' allowances. The first (L.G., May, p. 567) provided for the sharing of the cost of the monthly pensions. The second provides for sharing on a fifty-fifty basis certain costs incurred in the evaluation of disability conditions by means of special and review medical examinations. The agreement, retroactive to January 1, 1955, was authorized by O.C. 529-55, gazetted May 14.

Alberta Old Age Assistance Act

The revised federal Old Age Assistance Regulations were adopted as regulations under the Alberta Old Age Assistance Act by an amendment to the provincial regulations (L.G., 1952, p. 946) which was approved by O.C. 527-55, gazetted May 14 and became effective January 1, 1955.

Alberta Supplementary Allowances Act

Residence requirements were removed from the Alberta Supplementary Allowances Act (L.G., 1952, p. 1090) by an amendment this year which provided for the insertion of such requirements in the regulations.

An amendment to the regulations (L.G., July 1954, p. 1024) states that, as previously under the Act, supplementary allowances may be granted to needy persons in receipt of old age security pensions, old age assistance or blind persons' allowances if they have resided in Alberta for the greater portion of the three years before they were awarded such pension, assistance or allowance. In the case of old age security recipients who have previously been in receipt of old age assistance or blind persons' allowances, it is now specified that the three years for residence purposes must precede the granting of the assistance or allowance.

A new provision permits the payment of supplementary allowances to persons who have lived in Alberta for two years following an absence from the province, provided that they have before that absence lived in Alberta for a period of 15 consecutive years or a total period of 25 years and that during that period they did not receive old age security pensions, old age assistance or blind persons' allowances. Persons who were awarded the pension, assistance or allowance while absent from the province and who remained outside Alberta during the five years immediately following the award are not eligible for a supplementary allowance.

The residence requirements in the regulations were approved by O.C. 432-55 of April 7, gazetted April 30 and effective from April 1, 1955.

British Columbia Blind Persons' Allowances Act

The adoption of the revised federal Blind Persons Regulations in British Columbia was approved by an Order in Council of April 28, gazetted May 12 and effective January 1.

Regulations for the administration of the provincial Act were issued in 1952.

British Columbia Old Age Assistance Act

The revised federal Old Age Assistance Regulations were adopted under the Old Age Assistance Act in British Columbia by an Order in Council of April 28, gazetted May 12 and effective January 1, 1955.

Provincial regulations were made under the authority of the British Columbia Act in 1952.

New Brunswick Disabled Persons Allowance Act

In New Brunswick, regulations have been issued under the Disabled Persons Allowance Act enacted at this year's session of the legislature (L.G., July, p. 834).

One provision of the regulations states that the federal regulations (L.G., Feb., p. 184) are to be deemed part of the

provincial regulations. If inconsistencies arise, the federal regulations shall prevail.

The new regulations, approved by O.C. 55-322 on May 5 and gazetted May 18, delegate the administration of the Act to a three-member board, the Old Age and Blind Assistance Board. One of the members is to be designated as the Director of Disabled Persons Allowances. The regulations set out the duties of the Director and Board with respect to applications for allowances, investigations and payment of the monthly allowances.

Newfoundland Disabled Persons Act

The first regulations under the Disabled Persons Act enacted in Newfoundland in 1954 (L.G., Nov. 1954, p. 1597) were made on May 17, gazetted May 25 and became effective April 1, 1955.

The regulations adopt the federal regulations as regulations under the Newfoundland Disabled Persons Act and set out the administrative procedure to be followed in examining applications and making payments.

The Act is administered by the Old Age Assistance Board. The regulations establish a Disability Review Committee to evaluate medical and social reports.

Newfoundland Social Assistance Act

Regulations providing for assistance to needy persons in Newfoundland have been issued under the Social Assistance Act (L.G., Nov. 1954, p. 1597) which was proclaimed in force April 1. The Act authorizes allowances to mothers in need and to mentally or physically disabled persons who are unable to support themselves. It also authorizes social assistance wherever the Director of Social Assistance feels it is required.

The maximum basic annual allowance for food under the regulations is $240 a year for an adult. This amount may be increased by $120 for each additional adult and by $60 for each child. "Child" means a dependent person under the age of 17 years or an incapacitated person under the age of 21 years. Allowances are to be paid in monthly instalments.

Supplementary allowances may be granted in cases of special need by the Minister of Public Welfare on the recommendation of a welfare officer. The basic annual allowances for food, rent, fuel and clothing granted in such cases may not exceed $20 a month for rent in a rural community or $30 in an urban area; half a ton of coal a month or the equivalent value in oil or wood for fuel during the winter months; $24 a year for clothing for each child from one to five years of age, $36 for each child from six to sixteen years of age and $60 for each person seventeen years of age or older.

An additional allowance of up to $30 a month may be granted if it is considered necessary for the proper maintenance of a family because of illness, the age of the children, the lack of available resources in the community, special educational needs or other circumstances. In certain cases of need a boarding allowance may be granted in respect of individuals. This allowance may not exceed $54 a month in the case of those who are ambulatory and $69 a month in the case of those who are bedridden.

No adult or family is entitled to social assistance if his or their combined liquid assets is in excess of seven hundred and fifty dollars or if his or their real and personal property exceeds a net value of $5,000 in a rural community or, in an urban community, a value that the Minister considers sufficient for proper maintenance. If the combined annual outside income of an adult or family receiving social assistance is more than $360, the maximum annual allowance is to be reduced by the amount of the excess.

Assistance in kind may be granted by a welfare officer for periods of up to three months where in his opinion there is immediate need of social assistance, pending the granting of social assistance by the Minister. The food allowance in such cases is up to $15 a month for one adult with an additional $5 for each additional adult or child. The basic fuel allowance may be granted during this period, but shelter, clothing and other necessities may be provided for emergency needs only.

The new regulations, which were gazetted March 29 and became effective April 1, also set out the duties of the director, establish what is to be considered as income, the evidence which the Minister may require to be submitted before he will grant assistance, and the conditions under which an allowance will be paid or suspended.

Ontario Disabled Persons' Allowances Act

The regulations under the Disabled Persons' Allowances Act in Ontario (L.G., 1952, p. 1107; Sept. 1954, p. 1306; April, p. 453) were replaced by regulations under O. Reg. 106/55 of June 2, gazetted June 18.

Some provisions of the earlier regulations dealing with exemptions and permissible incomes were incorporated into the new Act passed this year (see p. 962). Allowances are to be granted to the persons and under the conditions specified in the federal Disabled Persons Act and the regulations made under it. (L.G., Sept. 1954, p. 1295 and Feb., p. 184.)

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Many of the provisions in the earlier provincial regulations have been omitted from the new ones, which supplement the federal regulations in their application to Ontario. The provincial regulations establish the forms to be used when applications are made and set out the powers and duties of investigators, local authorities and the advisory board.

Quebec Trade Disputes Act

Regulations governing the payment of fees and travelling expenses of arbitration boards in Quebec have been amended to permit the Department of Labour to refuse the payment of fees and travelling expenses in respect of any meeting held more than three months after the appointment of the chairman or after the expiration of any longer period permitted by the Minister. The amendment was approved by O.C. 476 of May 5, gazetted May 14.

The regulations, issued in 1947, set out the amounts to be paid to chairmen and members of arbitration boards and witnesses. An amendment in 1954 dealing with disputes regarding grievances and the interpretation and application of a collective agreement required the parties concerned in any such arbitration case to pay all fees and expenses except those of the board chairman.

Saskatchewan Blind Persons' Allowances Act

By O.C. 926/55 of April 29, the Government of Saskatchewan authorized the payment of blind persons' allowances as provided in the revised regulations under the federal Blind Persons Act. The Order in Council was gazetted May 13, effective April 1, 1955.

The regulations under the provincial Act were revised, with little change. The new regulations, approved by O.C. 870/55 of April 22, gazetted May 6 and effective April 1, 1955, follow the general pattern for welfare regulations in Saskatchewan. Duties formerly assigned to the Social Welfare board are now added to those of the Director of Public Assistance.

Saskatchewan Disabled Persons' Allowances Act

The Disabled Persons' Allowances Regulations in Saskatchewan, approved last December by O.C. 2773/54 (L.G., Feb., p. 189), have been reissued with minor changes similar to those in the revised provincial Blind Persons' Allowances Regulations (see above). The revised regulations were issued under O.C. 872/55 of April 22, gazetted May 6 and effective January 1, 1955.

Saskatchewan Old Age Assistance Act

Like Alberta and British Columbia (see above), Saskatchewan has adopted the revised federal regulations governing the payment of old age assistance. The amendment substituting the revised federal regulations for the previous ones was approved by O.C. 926/55 of April 29, gazetted May 13 and effective April 1, 1955.

The province also revised its own Old Age Assistance Regulations to conform with the standard pattern of the Saskatchewan welfare regulations and to remove references to the Social Welfare Board. Only minor changes were made in the revised regulations which were approved by O.C. 871/55 of April 22, gazetted May 6 and effective April 1, 1955.

Saskatchewan Social Aid Act

The maximum allowances payable to needy mothers in Saskatchewan have been increased by $60 a year by the revised Mothers' Allowance Regulations under the Social Aid Act, which were approved by O.C. 927/55 on April 29, gazetted May 13, and became effective April 1, 1955.

The allowances, which may be paid to a mother with one or more children who is a widow or in need of financial assistance for certain other reasons, now start at a maximum of $480 a year for a mother with one child. They are increased by $120 for a second child and $60 for each successive child until the maximum of $1,080 a year for a mother and 10 children is reached. The maximum annual allowable income, including the allowance, now ranges from $1,020 to $1,620. The regulations continue to provide for an additional $120 in cases where an incapacitated father lives at home. A change in the regulations permits this additional amount to be paid also on behalf of an incapacitated father confined to a sanatorium or nursing home in the province.

As previously, the allowances, which are payable on behalf of dependent children under 16 years of age and incapacitated children under 21 years, may be paid on behalf of children between 16 and 18 years of age who are attending school. "School year" is defined in the revised regulations as a period from the first day of September of one year to the thirty-first day of August of the following year. It was announced by the Minister of Welfare that a mother of dependent children over 16 years may now receive the allowance during the months of July and August and until the end of the school term in which the children are 18, as long as they continue at

(Continued on page 975)

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit declined substantially in May. Statistics* show total of 97,623 compared with 154,260 in April

Initial and renewal claims for unemployment insurance benefit declined substantially during May in comparison with the preceding month.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 97,623 claims were filed in local offices across Canada during May, as against 154,260 for April. During May 1954, initial and renewal claims totalled 113,427.

On May 31, a total of 209,739 ordinary claimants (156,899 males and 52,840 females) was recorded on the live register. This represents a considerable decline (approximately 109,000) from the 318,463 claimants registered on April 29, most of which was due to a decrease (104,000) in the number of male claimants. On May 31, 1954, ordinary claimants numbered 247,755 (192,078 males and 55,677 females). On May 31, 1955, the number of short-time claimants registered was 30,064, while those on temporary lay-off numbered 905.

Adjudications were recorded for 108,241 initial and renewal claims, and of these 83,953 were "entitlements to benefit". Of a total of 32,019 adjudications in the category of "not entitled" (this figure includes 7,731 disqualifications on revised and supplementary benefit claims), 13,738 were in respect of initial claims on which the basic contribution requirements were not fulfilled. Chief reasons for disqualification were: "voluntarily left employment without just cause", 5,477 cases; "not unemployed", 3,160 cases; and "not capable of and not available for work", 2,944 cases.

A total of 89,249 new beneficiaries was recorded for May, compared with 103,110 during April and 87,468 during May 1954.

During the month, a total of $19,742,906 was paid in compensation for 6,302,107 days, compared with $24,598,076 and 7,735,268 days in April and $20,709,106 and 6,575,003 days during May 1954.

See Tables E-1 to E-4 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average number of beneficiaries per week was estimated at 251·2 thousand for May, compared with 348·4 thousand for April. For the week May 29-June 4, 1954, the number of beneficiaries was estimated at 246·2 thousand.

The average daily rate of benefit for the month of May was $3.13, compared with $3.18 for April. For May 1954 the average rate was $3.15.

Insurance Registrations

This year, the annual renewal of insurance books, which usually takes place during April and May, was deferred until June. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees is not available. Data will, however, again be available as from June 1.

Enforcement Statistics

During May, 4,318 investigations were conducted by district investigators across Canada. Of these, 2,839 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,479 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 178 cases,† 34 against employers and 144 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 712.†

†These do not necessarily relate to the investigations conducted during this month.

Unemployment Insurance Fund

Revenue received in May totalled $17,839,084.13, compared with $17,824,336.88 in April and $17,925,725.29 in May 1954. Benefit payments in May amounted to $19,999,190.90, compared with $33,761,052.52 in April and $21,119,423.19 in May 1954. The balance in the fund at May 31 was $822,595,494.36. At April 30, there was a balance of $824,755,601.13 and at May 31, 1954, of $867,240,700.22.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1157, June 7, 1955

Summary of the Facts: The claimant, who was married on October 9, 1954, filed an initial application for benefit on December 28, 1954, registered for employment as a packer of soda crackers, and stated that she had worked for Christie Brown and Company Limited, manufacturer of biscuits, Winnipeg, Man., as a packer (soda biscuit packer) from 1947 to November 27, 1954, but was on leave of absence until December 28, 1954. She also stated that while she was on leave of absence some of the employees had worked only one day a week and that she voluntarily left because she wanted more regular employment.

The employer reported that the claimant resigned to look after her mother, who was ill.

The insurance officer disqualified the claimant from receipt of benefit (a) from December 28, 1954, to January 8, 1955, on the ground that she had voluntarily left her employment without just cause within the meaning of Section 43(1) of the Act, and (b) from December 28, 1954, to October 9, 1956, on the ground that she had failed to prove that she could meet any one of the conditions stipulated in Benefit Regulation 5A.

On February 10, 1955, the claimant again registered for employment as a packer of soda crackers and filed a renewal application for benefit wherein she indicated the same employment as shown in her initial application of December 28, 1954. The insurance officer informed her that the disqualification previously imposed under Benefit Regulation 5A would remain in effect.

The claimant appealed to a court of referees and stated that the condition of her health had caused her to take leave of absence from her work on several occasions during the last year and was a definite factor for leaving her employment. She submitted two medical certificates, dated February 9 and February 17, 1955, which read as follows:

February 9, 1955

(The claimant) has been under my care for several months on account of ill health. I have now advised her to return to work, but have also advised her to do only light work.

February 17, 1955

(The claimant) has been under my care since the latter part of November 1954. At that time she complained of fatigue and nervousness. On examination we found that she had a secondary anemia. I advised (the claimant) to obtain lighter work in order for her health to pick up. The latter part of December she was not able to carry on with her work because it exacted too much of her. She was losing weight and I again advised her to accept only light work.

(The claimant) is still under our care. She is still underweight and still moderately anemic.

The claimant appeared before the court of referees and was accompanied by her husband and a representative of Local No. 650, Retail, Wholesale and Department Store Union (CCL-CIO), of which she is a member. In giving evidence before the court, the claimant stated that she was off work for practically all of the month of July 1954 due to illness and spent five days in the hospital because of a nervous condition. She also stated that she was off work three days in October. The court noted that she was treated by her doctor in December 1954, at which time she was unemployed, and that apparently after her illness in July she was well enough to return to work. The court found that the claimant's illness did not arise out of, nor was it associated with, her employment. The court unanimously upheld the insurance officer's decision on both counts, on

the grounds that the claimant had voluntarily left her employment without just cause and that she was not entitled to be relieved of the disqualification imposed under Benefit Regulation 5A in that she had failed to prove that her voluntary separation was with just cause for reasons solely and directly connected with her employment.

The interested union appealed to the Umpire chiefly on the grounds that, while other reasons were given by the claimant for her separation, she was loath to inform her employer that ill-health was the main reason as she hoped to secure future employment with the company; that the medical evidence adduced showed that her health had deteriorated in 1954, but that she was capable of doing lighter work, "such as filing or) clerking", which would not be as strenuous as that of a packer of biscuits; that, if she had continued in her job, her health would have become further impaired and that, under the circumstances, she had legitimate cause for leaving her employment.

On behalf of the interested union, the Canadian Congress of Labour requested a hearing of the case before the Umpire, and it was held in Ottawa, Ont., on May 18, 1955. Those who attended and argued the case were Messrs. A.... of the said Congress, and S.... of the Unemployment Insurance Commission.

Conclusions: Section 43(1) of the Act provides that an insured person is disqualified from receiving benefit if he voluntarily leaves his employment without just cause. Benefit Regulation 5A stipulates, among other requirements, that a claimant who has been married less than two years at the time of her application for benefit, in addition to proving the fulfilment of the ordinary conditions of entitlement, must adduce satisfactory evidence that her separation from employment was in consequence of leaving voluntarily because she had just cause for reasons solely and directly connected with her employment.

According to the submissions, the claimant voluntarily left her employment because she wanted more regular work, or because she had to care for her mother, who was ill, or because it was considered that her work was injurious to her health.

Firstly, if the claimant left her employment because she wanted more regular work, she failed to show just cause in that, even though she apparently had reasonable facilities for seeking other work while retaining her existing employment, she failed to do so and, at the time of her separation, also had no prospects of obtaining another job within a brief period of time.

Secondly, if she left her employment to look after her sick mother, she also failed to show just cause in that her mother's illness was not substantiated, and it was not established that, if the claimant's presence at home or elsewhere was absolutely necessary in this connection, the relinquishment of her employment was the only alternative.

Thirdly and lastly, if the claimant left her employment because it was considered that her work was injurious to her health, she failed to show just cause in that this new ground, when first disclosed to the local office, could no longer be held to constitute a new fact within the meaning, and for the purpose, of Section 66 of the Act. Her illness was a fact which obviously existed on the date on which she filed her initial application for benefit and, by her own admission, she was then fully aware of its existence, but failed to disclose it, and the reason which was advanced for not revealing it, namely, that she was loath to inform the employer because it might jeopardize her chances of securing future employment with him, was not acceptable. She knew, or should have known, that the filing of a claim for benefit is regarded as a personal matter between a claimant and the local office of the Commission, and that all the information which she might have submitted would have, at her request, been treated as confidential and, of course, not divulged to the employer.

Having found that the claimant left her employment without just cause within the meaning of Section 43(1) of the Act, there is no need for me to deal with the question of whether or not she had just cause for reasons solely and directly connected with her employment within the meaning of Benefit Regulation 5A.

The appeal is dismissed.

Decision CU-B 1158, June 7, 1955

Summary of the Facts: The claimant's case has been taken as a test case affecting an undetermined number of claimants. She filed a renewal application for benefit on December 30, 1954, and stated that she had last worked for L. & S. Electric Manufacturing Company, Winnipeg, Man., as an assembler at a wage of $1.04 an hour from May 11, 1954, to December 8, 1954, when she lost her employment because of a "labour dispute". She was previously employed by the said company from November 30, 1953, to March 19, 1954, when she was laid off due to a shortage of work.

The employer reported: "Employee went on strike December 9, 1954, and was subsequently discharged."

According to the submissions, the L. & S. Electric Manufacturing Company had a bargaining agreement with Local 4199 of the United Steelworkers of America which was due to expire on August 31, 1954, or on such later date as it was replaced by a new agreement. During the month of June 1954, Local 4199 began negotiating with the company for a new agreement. There appears to be conflicting information as to the questions in dispute. The employer stated that they were in connection with his refusal to agree to (a) the Rand Formula (check-off of union dues) and (b) a closed union shop; whereas the union stated that it was asking for higher wages, better working conditions and the application of the Rand Formula and that a closed shop was not an issue. According to the union, the employer had reduced the working hours at the plant from 42½ to 40 a week without consulting the union, and it was asking for higher wages to compensate for the shorter working week. As negotiations dragged on and no settlement was reached, the employer informed the union that, as far as he was concerned, there was no contract between the two parties after August 31, 1954, with the result that on December 1, 1954, the union voted to take strike action. The union struck at 8.00 a.m. on December 9, 1954, and set up picket lines.

There is also some contradiction as to the number of employees involved in the strike. The union stated that forty-nine union members went on strike while seven remained at work whereas the employer stated that forty-one union members went on strike and twenty-two continued to work.

On December 14, 1954, there were reports that the employer was hiring new employees to replace those who were on strike. The union informed the local office that, on the evening of December 29, 1954, it was told by the manager of the company that he had recruited some forty new employees and as a consequence the company would no longer require the services of the forty-one who were on strike. At that time, the manager estimated production at 60 per cent or better of the company's normal output. The union also stated to the local office that it proposed to withdraw the picket lines and advise the striking members to file claims for unemployment insurance benefit as a resumption of work must be assumed to have taken place.

On January 6, 1955, the insurance officer notified the claimant that she was disqualified from receipt of benefit from December 30, 1954, for so long as the stoppage of work continued (Section 41(1) of the Act).

The claimant appealed to a court of referees and the case was heard in Winnipeg, Man., on January 28, 1955. Those who attended the hearing were the claimant, two representatives of the union and one of the owners of the company. The unanimous decision of the court reads in part as follows:

> (The claimant) advises that, on her attending at the plant on the morning of 9 December, she was faced with a picket line, and was advised that a strike was in progress. Some seven or eight classes of employees had decided to go on strike. She made no effort to break through the picket line, although certain employees were on duty in the plant, even though a picket line existed outside.
>
> (The claimant) states that she, as one of the union members, went on strike. By reason of the fact that she is a union member, paying dues, she has on her own statement financed the dispute. In a direct question as to whether or not she is directly interested in the dispute or the outcome of it, she states that she definitely is.
>
> This Court is advised by (the claimant) that the picket line is still in existence and that she was personally in the picket line on Tuesday of this week, and as a result contracted a cold.
>
> In the circumstances, this Court is of the unanimous opinion that the claimant lost her employment by reason of a stoppage of work due to a labour dispute and this claimant is therefore not entitled to be relieved from the disqualification imposed under Section 41 of the Unemployment Insurance Act, from 30 December, 1954, to 14 January, 1955, inclusive.

The interested union, on February 4, 1955, appealed to the Umpire on the following grounds:

(1) That we admit that a legal strike took place on December 9, 1954.

(2) That 39 (thirty-nine) people were involved in this stoppage of work out of approximately 51.

(3) That on December 10, 1954, each and everyone of the employees that were out on strike was told by registered letter that they were through and that their cheques and Insurance Books were sent to them.

(4) That on December 30, 1954, a number of ex-employees made application for unemployment insurance as test cases.

(5) That a hearing of the Court of Referees was held in Winnipeg on the 28 of January, 1955, where all parties were present, including the employer.

(6) That the employer was asked the question by the Insurance Officer "When did your plant reach 85 per cent or better production?" Answer by the employer "About the beginning of January." When asked to be more

specific, the employer said around the 4 of January. In spite of this type of evidence the claim was disallowed and no consideration was given to the evidence that the employer hired fresh employees and at the beginning of January they were in full production.

For the above named reasons this Union wishes to appeal the decision of the Court of Referees and it is our contention that the Court of Referees erred by not taking cognizance of the fact that the plant employed a new group of employees along with some of the employees who did not come out on strike and were at 85 per cent production by, according to the employer's submission, the 4 of January.

In view of the fact that the union, in its appeal to the Umpire, had made reference to a statement which one of the owners of the company allegedly had made to the court, namely, that the plant had reached 85 per cent or more of its normal production by January 4, 1955, the chief claims officer wrote to the regional claims officer on February 16, 1955, requesting that the chairman of the court be asked to comment on the authenticity of such statement. The chairman of the court, in a memorandum to the regional claims officer dated March 9, 1955, stated in part:

...So far as I as Chairman am concerned, I took (the owner's) evidence with some reluctance because I am of the opinion that his answers were not as conclusive as they might have been. On the other hand, I am inclined to disbelieve some of the statements which he made.

(The owner) did state, according to my notes, that as of 4 January, 1955, 85 per cent of the normal staff had returned to work and the plant was, therefore, on 85 per cent of its original production. I, of course, have the privilege of accepting this evidence in the spirit in which it is given, or decline to believe it, and I am inclined toward the latter conclusion.

On further reviewing my notes, I find in part of the evidence given by Mr. ..... who represented the claimant,...he states that 39 of the employees had been fired by the management and further that 40 of the employees were working in spite of the strike.

In view of this differential of workers and non-workers, I cannot see nor do I agree with the management of the plant when it states that production was up to 85 per cent of normal.

In addition, in a memorandum dated March 11, the clerk of the court commented in part:

...The employer was questioned as to the date on which his plant had reached 85 per cent of normal production and the date on which 85 per cent of the normal staff had been re-employed or new staff hired. In answer to both questions the employer stated he *thought* it was *about* 4 January or 5 January 1955. This answer was both vague and inconclusive.

The Court considered all the evidence very carefully and unanimously agreed there was no evidence submitted on which to disturb the decision of the RCO that the work stoppage had ended on 14 January 1955. The Court was of the opinion that the RCO had thoroughly investigated the circumstances in this labour dispute and had specific information on which to base his finding.

The Canadian Congress of Labour, on behalf of the interested union, requested a hearing of the case before the Umpire and it was held in Ottawa, Ont., on May 18, 1955. Those who attended and argued the case were Messrs. A.... of the said Congress and S.... of the Unemployment Insurance Commission.

Conclusions: It was mutually agreed, at the hearing before me, that the submissions satisfactorily showed that the claimant had lost her employment by reason of a stoppage of work due to a labour dispute at the premises at which she was employed and, therefore, had been rightly disqualified under Section 41 of the Act. The union's representative, however, contended that, contrary to the decision of the insurance officer, which was unanimously upheld by the court of referees, the stoppage of work should be considered to have ceased on a date earlier than January 14, 1955. With this contention I also agree.

Regardless of the date of the settlement of a labour dispute, the stoppage of work comes to an end when there is a general, or at least a substantial, resumption of work. In this connection, I said in decision CU-B 827:

To determine whether there was a substantial resumption of work, the Umpire, in some cases, has used as a guide the quota of production whereas in other cases he has considered the percentage of the employees back at work. In none of the cases dealt with in the past under Section 39 (now 41) was a resumption of work deemed to have taken place unless the production or the number of employees back at work had reached 85 per cent in either test.

I could have added that, for precisely the same reason that the numbers affected by a stoppage, as a general rule, cannot be taken as the sole and absolute criterion of whether it is appreciable, the number of employees at work after the commencement of the stoppage cannot be regarded as the main factor in determining whether the resumption is substantial. The decisive factor, therefore, is the amount of production which is reached after the beginning of the stoppage. If this essential distinction is not kept in mind when adjudicating on a case where regular employees in considerable numbers have been replaced

(Continued on page 975)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 238 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 79 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Northern Affairs and National Resources.....	1	$ 34,490.00
Post Office	13	151,304.22
R.C.M.P.	9	62,364.36

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of $333.48 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the four employees concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Gander Nfld: Terminal Construction Co Ltd, site improvements. *Halifax N S:* Gunite & Waterproofing Division of Geocon Ltd, exterior painting of apartment bldgs. *Camp Gagetown N B:* Diamond Construction Co Ltd, construction of ground services. *Montreal Que:* Saurette & Freres, *exterior painting; Planned Renovators Co, exterior painting; Laurentian Paint, exterior painting. *Ajax Ont:* Miller Paving Ltd, construction of asphalt parking lots at Commercial Centre. *Camp Borden Ont:* Louis Donolo (Ontario) Ltd, construction of school extension. *Petawawa Ont:* Borgstrom Bros Ltd, site improvement & planting; Louis Donolo (Ontario) Ltd, construction of apartment units & services. *Renfrew Ont:* G James & Son, site improvement & planting. *Winnipeg Man:* Oswald Decorating Co, exterior painting of houses; P Pallas, exterior painting of houses. *Lloydminster Sask:* C M Miners Construction Co, *repair of foundation walls & basement floors. *Saskatoon Sask:* E Sikorski, *repair of foundation walls & basement floors. *Cold Lake Alta:* Poole Construction Co Ltd, construction of housing units & ground services.

Defence Construction (1951) Limited

Bedford Basin N S: Fundy Construction Co Ltd, rehabilitation of heat distribution system. *Dartmouth N S:* Foundation Maritime Ltd, construction of officers' quarters bldg, RCN Air Station. *Greenwood N S:* The Steel Co of Canada Ltd, construction of security fencing, RCAF Station. *Camp Gagetown N B:* Modern Construction Ltd, construction of training area road & tank tracks; Byers Construction Co Ltd, construction of central heating plant. *Bouchard Que:* Jean Chauret, supply & installation of lightning protection system. *Ville La Salle Que:* Connolly & Twizell Ltd, supply & installation of additional ancillary equipment & piping. *Angus Ont:* H J McFarland Construction Co Ltd, installation of fire protection water mains & hydrants. *Hagersville Ont:* Combustion Engineering-Superheater Ltd, supply & installation of pump; Langan's Welding & Iron Works Ltd, supply & erection of tank. *London Ont:* The Public Utilities Commission, *construction of temporary electrical sub-station bldg, sergeants' quarters, Wolseley Barracks. *Petawawa Ont:* Reg H Steen Ltd, installation of steam distribution system; M Sullivan & Son Ltd, consub-station bldg, sergeants' quarters, *Trenton Ont:* St Lawrence Contracting Co Ltd, alterations & additions to control tower, RCAF Station. *Rivers Man:* Dominion Steel & Coal Corp, supply & erection of security & perimeter fencing, RCAF Station. *Namao Alta:* A I M Steel Products Division, supply & erection of chain link fence, RCAF supply depot; Albi Applicators Ltd, application of fire retardant material on surfaces of all structural steel components, standard maintenance hangar & workshop. *Comox B C:* Albi Applicators Ltd, application of fire retardant material over surfaces of structural steel components, RCAF standard maintenance hangar & workshops. *Esquimalt B C:* G H Wheaton Ltd, construction of bulk storage bldg.

Building and Maintenance

Halifax N S: Fundy Construction Co Ltd, alterations to naval garage. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, floor drains & concrete floor, Beach Bldg. *Picton Ont:* H J McFarland Construction Co Ltd, runway & tarmac repairs, RCAF Station. *Trenton Ont:* Borgstrom Bros Ltd, clearing, grading, seeding, fire-breaks, etc for explosive storage bldgs & area, RCAF Station. *Fort Churchill Man:* Cotter Bros Ltd, installation of primary cable to G & J areas.

Department of Defence Production

Halifax N S: Alex L Grant, interior painting of bldg, HMCS *Stadacona. Centralia Ont:* Arthur Hall, interior painting of bldgs, RCAF Station. *Orangeville Ont:* Colt Contracting Co Ltd, alterations to Armouries. *Trenton Ont:* Willard & Bluj, interior redecoration of bldgs, RCAF Station. *Portage la Prairie Man:* Tallman Construction Co Ltd, repairs to road, RCAF Station. *Winnipeg Man:* Bird Construction Co Ltd, overhaul of heating system, HMCS "Chippawa"; A M Tallman, asphalt paving, RCAF Station; Universal Construction Co Ltd, bldg repair, RCAF Station. *Dundurn Sask:* Canadian Rogers Western Ltd, installation of steam exhaust hoods & dish tables, Military Camp. *Saskatoon Sask:* Terminal Construction (Canada) Ltd, traversing of explosive stores, RCAF Station. *Esquimalt B C:* Parfitt Construction Co Ltd, *additions to bldg, HMC Dockyard. *Sea Island B C:* Smith & Co, asphalt paving, RCAF Station.

Department of Fisheries

Naden Falls B C: Horie & Tynan Construction Ltd, construction of fishways. *Skutz Falls B C:* Cowichan Housing Ltd, construction of fishways.

National Harbours Board

Halifax Harbour N S: R S Allen Ltd, demolition of pier 4. *Churchill Harbour Man:* Shumacher-MacKenzie Ltd, installation of intercommunicating telephone system in grain elevator.

National Research Council

Ottawa Ont: John Thompson-Leonard Ltd, supply & erection of steam generating unit, Montreal Road Laboratories. *Norman Wells N W T:* Tower Co Ltd, construction of two prefabricated bldgs.

Department of Northern Affairs and National Resources

Fort Anne National Historic Park N S: Fred W Beattie, construction of custodian's residence. *Riding Mountain National Park Man:* Arseny Sadowy, construction of warden's residence, Lake Audy. *Prince Albert National Park Sask:* John Eskes, construction of semi-detached residence at Waskesiu Townsite. *Elk Island National Park Alta: Watson* (Toefield) Ltd, construction of semi-detached housing unit, warden's residence & registration bldg.

Department of Public Works

Lawn Nfld: Avalon Dredging Ltd, *dredging. *Chegoggin Point N S:* Seaboard Construction Ltd, breakwater extension. *Dingwall N S:* J P Porter Co Ltd, *dredgin. *Fox Point N S:* Walker & Hall Ltd, construction of breakwater wharf. *Kelly's Cove N S:* Seaboard Construction Ltd, harbour improvements. *Inverness N S:* Campbell & McIsaac, *dredging. *Mahone Bay N S:* R A Douglas Ltd, harbour improvements. *Moser's Cove (Sober Island) N S:* Seaboard Construction Ltd, breakwater reconstruction. *Caissie's Cape N B:* Diamond Construction Co Ltd, pier replacement & extension. *Aurigny Que:* Marcel Cauvier & J E Keays, breakwater extension. *Baie Comeau Que:* J P Porter Co Ltd, *dredging. *Causapscal Que:* Dieppe Construction Inc, erection of public bldg. *Indian Cove Que:* Beaudin & Couture, construction of landing wharf. *Isle Verte Que:* Roland Morin, construction of transmission line & installation of lighting system on wharf & approach. *Montreal Que:* Charles Duranceau Ltd, construction of Lachine Postal Station. *New Carlisle (Marsh Creek) Que:* Irenee Verreault, *dredging. *Rimouski Que:* Almo Paving Co, surface repairs to west wharf. *Riviere au Renard Que:* Emile Cloutier, wharf repairs & enlargement. *Ste Anne de Beaupre Que:* Joseph Gagnon, bituminous pavement. *St. Joachim (Riviere Blondelle) Que:* Philippe Cote, construction of wharf. *St Zotique Que:* Theode Robidoux, *dredging. *Sault-au-Mouton Que:* Rosario Lapointe, construction of wharf. *Burk's Falls Ont:* Holly Blair, repairs & improvements, public bldg. *Chippewa Park Ont:* Robert Murray, wharf repairs. *Fort William Ont:* Consolidated Dredging Ltd, *dredging. *Goderich Ont:* Intrusion-Prepakt Ltd, repairs to harbour works. *Hamilton Ont:* Frid Construction Co Ltd, harbour improvements (H H C Marine Dock). *Nipigon Ont:* M S McCullough & Frank Atwill, wharf repairs. *Ottawa Ont:* Argo Construction Ltd, construction of central warehouse, National Research Council, Montreal Road. *Penetanguishene Ont:* Towland Construction Co Ltd, paving of parking area behind Government wharf. *Port Credit Ont:* Russell Construction Ltd,

harbour improvements (outer harbour—stage 1). *Port Stanley Ont:* Cementation Co (Canada) Ltd, harbour repairs & improvements. *Toronto Ont:* Mathews Conveyer Co Ltd, installation of conveyors, glacis & distributors for mail order parcels, Postal Terminal "A". *Winnipeg Man:* Bird Construction Co Ltd, extensions to Deer Lodge Hospital; Foundation Co of Canada Ltd, construction of Science Service Laboratory. *Kipling Sask:* Kipling Bldg Supplies & Millwork, construction of Post Office bldg. *Goodfish Lake Alta & Fort Good Hope N W T:* C R Frost Co Ltd, supply & installation of plumbing facilities in nursing stations. *Delkatla Slough, Skeena, B C:* Victoria Pile Driving Co Ltd, *dredging & floats. *Douglas B C:* Beaver Construction Co Ltd, additions & alterations to Canada Immigration Bldg. *Madeira Park B C:* Charles Latimer Construction Co Ltd, reconstruction of approach & wharfhead. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, *overhaul of dredge "PWD No 305"; Burrard Dry Dock Co Ltd, *overhaul of Dredge "PWD No 303"; Dominion Bridge Co Ltd, *construction of 5,000 ft of 20′ discharge pipe. *Yellowknife N W T:* C H Whitham Ltd, erection of public bldg.

Department of Transport

Gander Nfld: North Shore Construction Co Ltd, construction of water mains. *Baccaro Point N S:* P E & L E Armstrong, construction of dwelling. *Bon Portage N S:* Central Construction Co, construction of dwelling. *Canso N S:* Maritime Bldrs Ltd, construction of service bldgs. *Peases Island N S:* P E & L E Armstrong, construction of dwelling. *Bicquette Island Que:* Verreault & Cie Enrg, construction of dwellings. *Cawee Island Que:* Marcel Cauvier & J E Keays, construction of dwelling & light tower. *Dorval Que:* J R Robillard, alterations to Domestic Terminal Bldg. *Allenburgh & Welland Ont:* Bedford Construction Co Ltd, painting bridges Nos 11 & 13. *Sault Ste Marie Ont:* Intrusion-Prepakt Ltd, repairs to northeast entrance pier. *Thorold Ont:* Wm J MacDonald, painting bridges Nos 7 & 9. *Regina Sask:* Bird Construction Co Ltd, addition to equipment bldgs, ILS facilities. *Comox B C:* Marwell Construction Co Ltd, additional airport development. *Prince George B C:* Dawson, Wade & Co Ltd, & B C Bridge & Dredging Co Ltd, additional airport development. *Frobisher Bay, Baffin, N W T:* Tower Co Ltd, prefabrication & erection of rawinsonde tower, etc.

Recent Regulations

(Continued from page 966)

school, so that they will not be prevented from obtaining health and dental services during the summer holiday.

Like other types of public assistance such as old age or blind pensions, disabled persons' allowances are to be considered as income for the purposes of these regulations. Alimony or maintenance payable under a court order is also included as income, but the Director now has discretion to declare the amount awarded to be totally or partially uncollectable where he is satisfied that a reasonable effort has been made to collect it without success.

Most of the provisions of the earlier regulations (L.G., 1953, p. 1350) remain the same but have been reworded and rearranged to conform with other public assistance regulations such as the Supplemental Allowance Regulations (L.G., June, p. 683). Among the new provisions is a section setting out the duties of a committee established to investigate applications for an allowance which include that of an incapacitated father and child.

The duties of the Director of Public Assistance now include duties formerly assigned to the Social Welfare Board.

Decisions of Umpire

(Continued from page 971)

by an equal or greater number of new workmen of lesser efficiency, there is a danger that what appears to be on the surface a substantial resumption of work may in reality be not so.

In this case, however, the statement which was made by the employer at the hearing before the court of referees is to the effect that, as of January 4, 1955, his plant had reached 85 per cent of normal production and that those at work in his plant on that date equalled 85 per cent of his normal staff. This statement is not substantiated, but inasmuch as the verbatim evidence given before the court of referees was not recorded and no definite or plausible reason was advanced by the court or the insurance officer for disbelieving it, I am bound to consider that such statement was made in good faith and, therefore, must now be accepted.

The appeal is allowed to the extent that the stoppage of work shall be deemed to have terminated as of midnight on January 3, 1955.

60636—7½

Wage Rates for Labourers in Manufacturing, October 1954

Wage rates for labourers in manufacturing industry generally increased between October 1953 and October 1954. Wide range of rates is found across Canada with averages highest in Ontario and British Columbia

Wage rates for labourers in manufacturing generally increased in the period October 1953 to October 1954 (see table). The averages are based on data obtained from the annual survey of wage rates in Canada conducted in October of each year by the Economics and Research Branch, Department of Labour. The statistics apply to male labourers only.

In terms of averages, wage rates for labourers are highest in British Columbia and Ontario, but even within these provinces local differences in wage levels are substantial and many centres in the Atlantic Provinces, Quebec, and the Prairie Provinces have rates that exceed those of communities in the two high-wage provinces.

For purposes of this article, a labourer is a worker who performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment. Only those whose duties are too general to be classified otherwise are included in this occupation. Workers who are on incentive wage systems are not classified as labourers. However, workers who are holding production jobs, as well as those on maintenance and non-production jobs, may be classified as labourers, depending upon the duties performed.

Analysis of the table points up the wide variation in wage rates of labourers in manufacturing across Canada. A partial explanation of this lies in the fairly pronounced regional and local differentials that exist within most of the component industries. A second factor is that the differentials that exist between the component industries can have a marked effect on the averages in particular centres, depending on the degree of concentration of high-wage or low-wage industries.

The study reveals that wage rates for labourers in the smaller centres are frequently higher than in the major centres. For instance, the October 1954 Montreal rate is exceeded by three of the six centres shown for Quebec. The October 1954 Toronto average is even lower than the Ontario average. This suggests that the average wage rate for labourers in the larger centres where there is diversification of industry is not seriously affected by the level of wages prevailing in a particular industry or establishment.

However, in the smaller centres where one industry or establishment predominates, the average is greatly affected by the wage rates paid in that industry or establishment. In Sydney, Hamilton, and Welland, the high wage scales of the primary steel concerns raise local wage rate averages for labourers well above those for most other cities of comparable size in Nova Scotia and Ontario. In Trois Rivières, Cornwall, and Thorold, the pulp and paper industry is the largest employer of labourers and thus exerts a great influence on the pattern of wages for unskilled labour. In Kitchener and Saskatoon, the meat packing industry plays an important role in determining local wage levels for labourers.

The chief factor responsible for movements in the average wage rates of labourers from year to year is changes in actual straight-time rates being paid. However, other factors may affect the averages. Some of these are employment shifts, changes in coverage and in reporting methods, and individual adjustments in rates owing to merit or service.

WAGE RATES FOR LABOURERS IN MANUFACTURING, 1953 AND 1954

NOTE: The average wage rates for Canada and for the provinces are derived from many centers in addition to those shown in the table.

While changes in the averages are mostly due to structural changes in wage rates, minor fluctuations can be caused by changes in the employment distribution of labourers in the establishments, cities, and provinces, and also by slight modifications in coverage and reporting methods.

Locality	1953	1954	
	Average Rate Per Hour	Average Rate Per Hour	Range of Rates
	$	$	$
Canada	1.22	1.29	.....
Newfoundland	1.14	1.22	.....
St. John's	1.08	1.17	.93—1.24
Nova Scotia	1.11	1.11	.....
Halifax	1.04	1.07	.75—1.19
Sydney	1.42	1.39	1.13—1.47
New Brunswick	1.00	1.08	.....
Moncton	1.25	1.26	.84—1.43
Saint John	1.02	1.02	.74—1.18
Quebec	1.13	1.19	.....
Hull	1.22(1)	1.29	1.08—1.46
Montreal	1.21	1.24	.90—1.55
Quebec	1.11	1.12	.86—1.46
Shawinigan Falls	1.36	1.43	1.42—1.46
Sherbrooke	.88	.96	.85—1.12
Trois-Rivières	1.24	1.29	1.14—1.46
Ontario	1.27	1.33	.....
Belleville	1.30(2)	1.34	1.00—1.50
Brantford	1.32	1.36	1.23—1.44
Chatham	1.28(2)	1.33	.82—1.63
Cornwall	1.23	1.37	1.35—1.40
Fort William	1.37	1.37	1.28—1.49
Galt	1.19	1.24	.92—1.35
Guelph	1.17	1.23	1.13—1.35
Hamilton	1.36	1.42	1.15—1.52
Kitchener	1.29	1.28	1.00—1.43
London	1.23	1.27	.95—1.45
Niagara Falls	1.44	1.45	1.40—1.54
Orillia	.97	.99	.82—1.17
Oshawa	1.36	1.40	1.37—1.51
Ottawa	.98	1.05	.90—1.38
Peterborough	1.29	1.32	.94—1.37
Port Arthur	1.35	1.38	1.28—1.46
St. Catharines	1.37(2)	1.44	1.31—1.52
Sarnia	1.46	1.48	1.40—1.61
Sault Ste. Marie	1.43	1.42	.....
Thorold	1.41	1.47	1.43—1.51
Toronto	1.28	1.30	1.05—1.50
Welland	1.58	1.59	1.49—1.67
Windsor	1.45	1.53	1.47—1.60
Woodstock	1.19	1.23	.85—1.39
Manitoba	1.17	1.20	.....
Winnipeg	1.22	1.21	.91—1.40
Saskatchewan	1.18	1.25	.....
Regina	1.15	1.21	1.03—1.50
Saskatoon	1.22	1.33	1.18—1.45
Alberta	1.16	1.22	.....
Calgary	1.37	1.40	1.20—1.52
Edmonton	1.23	1.25	.95—1.47
British Columbia	1.42	1.50	.....
Vancouver	1.44	1.52	1.42—1.65
Victoria	1.49	1.52	1.49—1.55

(1) Revised 1953 figure which applies to "greater" Hull area. Previous figure applied to Hull city proper only.
(2) Revised 1953 figure which excludes rates for seasonal labourers in Canned and Preserved Fruits and Vegetables.

Strikes and Lockouts

Canada, June 1955*

Although the time lost in June in work stoppages resulting from industrial disputes was slightly higher than in May, it was the lowest recorded for any June since 1950. More than half the idleness in June was caused by three disputes involving: pulp and paper mill workers at Shawinigan Falls and Grand'Mère, Que.; knitted goods factory workers at St. Hyacinthe, Que.; and auto parts foundry workers at Sarnia, Ont.

The question of increased wages was a factor in 14 of the 29 disputes in existence during June. Of the other disputes, five arose over dismissals or suspensions, four over union questions, three over reduction in wages or fringe benefits, and three over causes affecting working conditions.

Preliminary figures for June 1955 show a total of 29 strikes and lockouts, involving 5,664 workers, with a time loss of 47,355 man-days, compared with 17 strikes and lockouts in May 1955, with 3,200 workers involved and a loss of 40,550 days. In June 1954 there were 32 strikes and lockouts, 10,192 workers involved and a loss of 86,715 days.

For the first six months of 1955 preliminary figures show a total of 73 strikes and lockouts, with 21,542 workers involved and a loss of 365,988 days. In the same period in 1954 there were 98 strikes and lockouts, 25,822 workers involved and a loss of 367,555 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in June 1955 was 0·06 per cent of the estimated working time; May 1955, 0·05 per cent; June 1954, 0·10 per cent; the first six months of both 1954 and 1955, 0·07 per cent.

Of the 29 stoppages in existence during June, five were settled in favour of the workers, two in favour of the employers, two were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 14 stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office Year Book of Labour Statistics.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in April 1955 was 226; and 27 were still in progress from the previous month, making a total of 253 during the month. In all stoppages of work in progress, 67,900 workers were involved and a time loss of 214,000 days caused.

Of the 226 disputes leading to stoppages of work that began in April, four, directly involving 1,300 workers, arose over demands for advances in wages, and 96, directly involving 21,500 workers, over other wage questions; eight, directly involving 1,600 workers, over questions as to working hours; 15, directly involving 1,000 workers, over questions respecting the employment of particular classes or persons; 100, directly involving 11,300 workers, over other questions respecting working arrangements; one, directly involving 200 workers, over questions of trade union principle; and two, directly involving 300 workers, was in support of workers involved in other disputes.

Australia

The Australian Monthly Bulletin of Employment Statistics for February 1955 reports a total of 1,490 industrial disputes

*See Tables G-1 and G-2 at back of book.

resulting in work stoppages during 1954, involving 370,074 workers, with a time loss of 901,639 man-days. For the fourth quarter of 1954 there were 301 stoppages, 82,683 workers involved and a loss of 338,887 days.

United States

Preliminary figures for May 1955 show 375 work stoppages resulting from labour-management disputes beginning in the month, involving 170,000 workers. The time loss for all work stoppages in progress during the month was 2,600,000 man-days. Corresponding figures for April 1955 were 325 stoppages involving 210,000 workers and a loss of 2,600,000 days.

Prices and the Cost of Living*

Consumer Price Index, July 2, 1955

Canada's consumer price index remained almost unchanged between June 1 and July 2, moving from 115·9 to 116·0 as slight increases in food and shelter indexes were partially offset by declines in the household operation and other commodities and services series.

The food component increased from 111·0 to 111·5 under the influence of a sharp increase in the price for eggs and somewhat higher prices for most fresh fruits and vegetables and meats. Decreases were registered by potatoes, tea and coffee.

The clothing index remained unchanged at 107·8 as most items registered no change and the few changes balanced each other. Decreases in prices of household appliances and, to a lesser degree, furniture prices, were mainly responsible for the decline in the household operation index from 116·1 to 115·8. Coal prices were up fractionally while electricity rates declined slightly.

The index of other commodities and services moved from 117·8 to 117·7 as increases in haircuts and some drug items more than outweighed decreases in radios and toilet soaps. The increase in the shelter index from 129·2 to 129·6 resulted from small increases in both rent and home-ownership costs.

The index one year earlier (July 2, 1954) was 116·2. Group indexes on that date were: food 112·1, shelter 126·6, clothing 109·6, household operation 117·2 and other commodities and services 117·6.

City Consumer Price Indexes, June 1955

Declines occurred in the ten regional consumer price indexes between May 2 and June 1, ranging from 0·1 per cent for Saskatoon-Regina to 0·7 per cent for St. John's, Halifax and Saint John.

In the food group, price decreases for tea, coffee, butter, eggs and fresh vegetables, particularly potatoes, were general in most cities. Increases were recorded, however, for most fresh fruits and meats. Changes in clothing took place only in three cities where slight declines were reported. The June indexes of household operation were affected in some cities by the price of coal, which rose in St. John's but fell seasonally in Montreal, Ottawa and Toronto. In Vancouver both coal and wood prices showed declines. Lower prices for automobiles and toilet soap were reflected in moderate downward movements in nine city indexes for other commodities and services. Higher inter-city bus fares in Ontario and British Columbia were reflected in sub-group indexes for Ottawa, Toronto and Vancouver. Four city shelter indexes were unchanged, one advanced 0·1 per cent and increases in other cities ranged from 0·3 per cent to 0·7 per cent.

Regional consumer price index point changes between May 2 and June 1 were as follows: Halifax —0·8 to 114·6; Saint John —0·8 to 117·3; St. John's —0·7 to 104·3†; Montreal —0·7 to 116·3; Toronto —0·6 to 118·3; Winnipeg —0·6 to 115·0; Ottawa —0·4 to 116·9; Edmonton-Calgary —0·4 to 113·8; Vancouver —0·4 to 116·8; and Saskatoon-Regina —0·1 to 114·3.

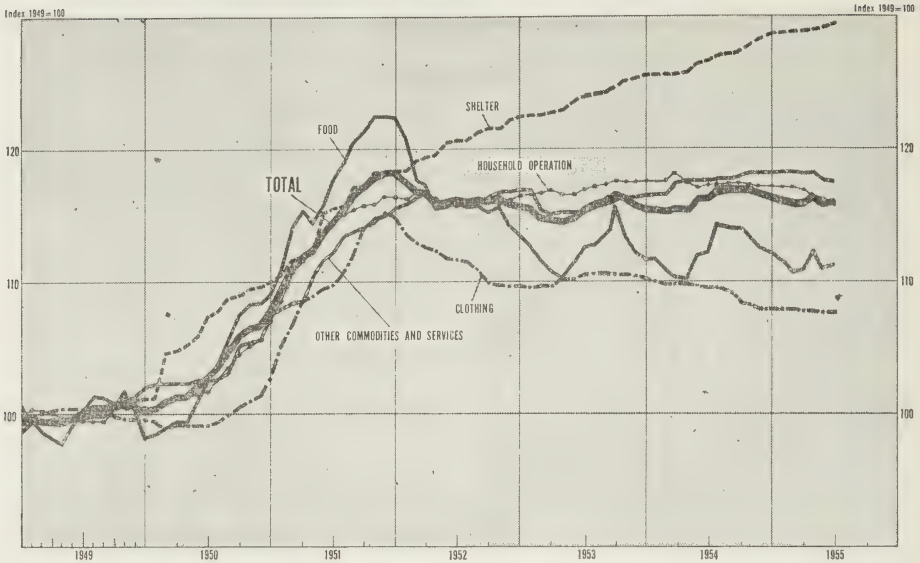
Wholesale Prices, June 1955

Canada's general wholesale price index advanced in June to 218·7 from 217·8 in the preceding month and 217·6 in the corresponding month last year. Five of the eight sub-group indexes advanced over May and four were higher than in June a year ago.

*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



The animal product sub-group index rose to 230·5 from 224·8 in May. In this group firmer quotations were noted for hogs and lambs which, in turn, were reflected in advances in fresh pork and lamb and processed pork products.

Due to increases in spruce and fir lumber and paperboard, which outweighed minor decreases in newsprint and wood pulp, the wood, wood products and paper index rose to 294·5 from 293·6.

An increase in the index for fibres, textiles and textile products to 226·9 from 226·6 was due mainly to higher quotations for raw cotton and imported raw wool. Non-ferrous metals moved to 184·5 from 184·2 when advances for zinc, tin and silver overbalanced a fractional decrease in the price of gold, while slight gains in coal and petroleum products were responsible for a change in the non-metallic series to 173·4 from 173·3.

Of the two groups which declined, vegetable products receded to 196·5 from 197·1 while iron and products fell from 217·3 to 217·2. No change was registered for chemicals and allied products, which remained at 176·5.

The index of **Canadian farm product prices** at terminal markets fell to 212·2 from 213·3 in May. Accounting for the relatively small change were diverse movements for field and animal products. The index for the former series dropped to 174·3 from 183·2 when a sharp seasonal decline in potatoes outweighed advances in western grains and hay. Increases in livestock, notably hogs and lambs, in addition to eggs and fowl overbalanced lower prices for eastern dairy products to advance the animal products series to 250·0 from 243·3.

The index of **residential building material** prices rose to 124·3 from 123·2 as prices advanced for a number of lumber and millwork descriptions, cedar and asphalt shingles, building paper and some electrical equipment. Hot water heaters were lower. The price index for non-residential building materials advanced to 122·1 from 121·8 when increases in lumber, millwork, electrical equipment and roofing materials outweighed a decline in plumbing and heating equipment.

U.S. Consumer Price Index, June 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, rose 0·2 per cent between mid-May and mid-June, from 114·2 to 114·4 (1947-49=100). It was the first increase since last November and the first monthly change of more than 0·1 per cent since last December.

The index has fluctuated between 114·2 and 115·2 since November 1953. It is now 0·6 per cent below the figure of a year earlier. The average reading throughout 1954 was 114·8.

For four months in a row—December 1953 to March this year—the index remained stationary at 114·3. During April and May it stood at 114·2.

U.K. Index of Retail Prices, April 1955

The index of retail prices compiled by the British Ministry of Labour has risen again after a three-month period during which it was unchanged. Between mid-March and mid-April it increased from 110·2, where it had remained since mid-January, to 110·8, the highest point since the beginning of 1954. The average for last year was 107·7 (Jan. 1952=100).

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 84.

Accident Prevention

1. **Bureau of National Affairs, Washington, D.C.** *Company Safety Programs.* Washington, c1955. Pp. 21.

2. **California. Department of Industrial Relations. Division of Labor Statistics and Research.** *Provision for Union-Management Safety Committees in California Union Agreements.* San Francisco, 1952. Pp. 11.

3. **Great Britain. British Council.** *Safety and Health in Industry.* London, 1955. Pp. 3.

4. **International Labour Office.** *Problems of Safety and Hygiene in the Chemical Industries: (a) Classification of Dangerous Substances; (b) Labelling of Dangerous Substances.* Third item on the agenda. Geneva, 1954. Pp. 104.

5. **Macfarlane, D. I.** *Safety in Industry, an Introduction to the Protection of Personnel.* London, Published for "Machine Shop Magazine" by Iliffe & Sons, Ltd., 1955. Pp. 71.

6. **U.S. Bureau of Labor Statistics.** *Injuries and Accident Causes in Warehousing Operations; a Detailed Analysis of Injuries, Injury Rates, and Hazards for 1950, by Type of Warehouse, Region and Occupation.* Washington, G.P.O., 1955. Pp. 52.

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7. **Brunet, Raymond.** *Can Construction be profitably carried on in Winter?* Ottawa, Dept. of Labour, 1955. Pp. 3.

8. **Canada. Department of Labour.** *Mooretown, an Experiment in Winter Construction.* Ottawa, 1955. Pp. 5. A recorded interview between Mr. George Blackburn and Messrs. Leslie Wismer, Charles Young and Dick Stevens about the Mooretown housing project in Ottawa.

9. **Leggett, Robert Ferguson.** *Modern Techniques in Winter Construction.* Ottawa, Dept. of Labour, 1955. Pp. 4.

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10. **Gotterer, Malcolm H.** *Profitable Small Plant Management.* New York, Conover-Mast Publications, 1954. Pp. 318.

11. **Hoad, William Marvin.** *Outline and Source Material for Small Business Education* [1950] prepared for the University Extension Service [of the Dept. of Commerce] Washington, U.S. Dept. of Commerce, 1951. Pp. 41.

12. **United Nations. Economic and Social Council.** *Restrictive Business Practices; Report on Restrictive Business Practices in International Trade.* New York, 1955. Pp. 20.

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13. **U.S. Bureau of Employment Security.** *Job Guide for Young Workers.* 1955 Supplement. Washington, G.P.O., 1955. Pp. 10.

14. **U.S. Bureau of Employment Security.** *Counselling and Employment Service for Special Worker Groups.* Washington, G.P.O., 1954. Pp. 123.

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15. **Hawtrey, Ralph George.** *Capital and Employment.* [2d ed.] London, New York, Longmans, Green [1952] Pp. 337.

16. **Stonier, Alfred William.** *A Textbook of Economic Theory,* by Alfred W. Stonier and Douglas C. Hague. London, New York, Longmans, Green, 1953. Pp. 513.

Efficiency, Industrial

17. **Barkin, Solomon.** *An Evaluation of Predetermined Time Standard Systems.* New York, Textile Workers Union of America, 1954. Pp. 24-32.

18. **European Productivity Agency.** *Specialized Training in the Field of Work Study.* European Productivity Agency project No. 195. Paris, Organization for European Economic Co-operation, 1955. Pp. 44.

19. **U.S. Bureau of Labor Statistics.** *Cost Savings through Standardization, Simplification, Specialization in the Building Industry.* Prepared for the Foreign Operations Administration, Productivity and Technical Assistance Division. Paris, Organization for European Economic Co-operation, 1954. Pp. 182.

Employment Management

20. **American Management Association.** *Building a Balanced Communications Program; With a Paper on the Evolving Picture in Labor Relations.* New York, 1954. Pp. 44.

21. **Giroux, Charles Rodrigue.** *Supervisors' Incentives and Job Satisfaction.* Lafayette, Ind., Purdue University, 1954. Doctoral dissertation series, Publication No. 9868. Microfilm copy of typewritten manuscript. Positive. Collation of the original, as determined from the film: Pp. 66.

22. **Malm, F. Theodore.** *Hiring Procedures and Selection Standards in the San Francisco Bay Area.* Berkeley, University of California, Institute of Industrial Relations, 1955. Pp. 231-252.

23. **Survey Analysis, Los Angeles.** *Absenteeism.* Los Angeles, Merchants and Manufacturers Association, 1954. Pp. 8.

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24. **Chamber of Commerce of the United States of America.** *Steadier Jobs, an Action Program for Management.* Washington, 1954. Pp. 15.

25. **International Labour Office.** *Regularisation of Production and Employment at a High Level in the Metal Trades.* Second item on the agenda. Geneva, 1954. Pp. 110. At head of title: Report II. International Labour Organization. Metal Trades Committee. Fifth session, Geneva, 1954.

Human Relations

26. **American Hotel Association of the United States and Canada.** *Human Relations are Good Employee Relations; a Training Program for Hotel Department Heads and Supervisors.* New York, c1951. Pp. 31.

27. **International Labour Office.** *Human Relations in the Petroleum Industry.* Third item on the agenda. Geneva, 1955. Pp. 84.

Industrial Disputes

28. **Canada. Board of Conciliation and Investigation in the Matter of the Industrial Relations and Disputes Investigation Act and Dispute Affecting National Association of Broadcast Employees and Technicians and Canadian Broadcasting Corporation.** *Report.* Ottawa, Dept. of Labour, 1955. 2 Parts. Majority report signed by C. H. Curtis, chairman; minority report signed by Miller Stewart.

29. **Kornhauser, Arthur William,** ed. *Industrial Conflict;* edited by Arthur Kornhauser, Robert Dubin and Arthur M. Ross. Prepared for the Society for the Phychological Study of Social Issues. New York, McGraw-Hill, 1954. Pp. 551.

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30. **Brown, Downing P.** *War-Time Functions of Pulp, Paper, and Paper-Board.* Montreal, Canadian Pulp and Paper Association, 1955. Pp. 22.

31. **International Labour Office.** *General Report* (for the Chemical Industries Committee). First item on the agenda. Geneva, 1954. 2 Volumes. At head of title: Report I. Item 1 (a) and (b)—1 (c). International Labour Organization. Chemical Industries Committee. Fourth session, Geneva, 1955. Contents.—Item 1a and b. Effect given to the conclusions of the previous sessions.—Item 1c. Recent events and developments in the chemical industries.

32. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *A Study of the Iron and Steel Industry in Latin America.* Volume 1. Report on the Meeting of the Expert Working Group held at Bogota. Sponsored by the Secretariat of the Economic Commission for Latin America and the Technical Assistance Administration. New York, United Nations, Dept. of Economic Affairs, 1954. Pp. 123.

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33. **International Labour Office.** *Employment and Unemployment Statistics.* Report prepared for the Eighth Interna-

tional Conference of Labour Statisticians, Geneva, Nov. 1954. Fourth item on the agenda. Geneva, 1954. Pp. 63.

34. **International Labour Office.** *General Report on Progress of Labour Statistics,* prepared for the Eighth International Conference of Labour Statisticians, Geneva, Nov. 1954. First item on the agenda. Geneva, 1954. Pp. 79.

35. **International Labour Office.** *International Comparisons of Real Wages: a Study of Methods.* Report prepared for the Eighth International Conference of Labour Statisticians, Geneva, Nov. 1954. Third item on the agenda. Geneva, 1954. Pp. 83.

36. **International Labour Office.** *International Standard Classification of Occupations: Minor Groups.* Report prepared for the Eighth International Conference of Labour Statisticians, Geneva, Nov. 1954. Second item on the agenda. Geneva, 1954. Pp. 51.

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37. **Electrical Trades Union.** *The Story of the E.T.U. The Official History of the Electrical Trades Union;* With a foreword by Walter C. Stevens, General Secretary. London, 1952? Pp. 248.

38. **Louis, Paul.** *Histoire du Mouvement Syndical en France.* Paris, Librairie Valois, 1947-1948. 2 Volumes.

39. **Taft, Philip.** *The Structure and Government of Labor Unions.* Cambridge, Harvard University Press, 1954. Pp. 312.

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40. **Canada. Unemployment Insurance Commission.** *Survey of Employment in Teaching in Canada,* by Coverage Division of the Insurance Branch. Ottawa, 1952. Pp. 22.

41. **Chamber of Commerce of the United States of America. Committee on Economic Policy.** *Business and Economic Forecasting, Tools in making Business Decisions; Report.* Washington, 1954. Pp. 30.

42. **Conference on Scientific Manpower. 4th, Berkeley, Cal., 1954.** *Papers of the Fourth Conference on Scientific Manpower.* 121st meeting of the American Association for the Advancement of Science, Berkeley, California, December 1954. Washington, National Science Foundation, 1955. Pp. 47.

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44. **U.S. Department of Commerce. Special Advisory Committee on Employment Statistics.** *The Measurement of Employment and Unemployment* by the Bureau of the Census in its Current Population Survey; Report of the Special Advisory Committee on Employment Statistics. Washington 1954. Pp. 35, A4. ————Appendixes and bibliography. Washington 1954. Pp. A87. Frederick F. Stephan, chairman.

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45. **American Federation of Labor.** *Labor and Education in 1954.* Reports of the Executive Council and the Annual Convention of the American Federation of Labor on Education in 1954. Washington, 1955. Pp. 84.

46. **Chamber of Commerce of the United States of America.** *Analysis of Workmen's Compensation Laws.* Washington 1954. Pp. 56.

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48. **International Labour Office.** *Guide for Labour Inspectors.* Geneva, 1955. Pp. 107.

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50. **Liverpool. University. Department of Social Science.** *The Dock Worker; an Analysis of Conditions of Employment in the Port of Manchester.* [Liverpool], The University Press of Liverpool, 1954. Pp. 277.

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52. **National Planning Association. Committee of the South.** *Negro Employment Practices in the Chattanooga Area,* by William H. Wesson, Jr. Washington, 1954. Pp. 389-483.

53. **Saville, John,** ed. *Democracy and the Labour Movement: Essays in Honour of Dona Torr.* London, Lawrence and Wishart, 1954. Pp. 275. "The essays are written in honour of the outstanding British Marxist historian and scholar, Dona Torr."

54. **U.S. Department of Labor.** *The Secretary of Labor reports on the Services of the U.S. Department of Labor to the*

People of the United States during Fiscal year 1954. Washington, G.P.O., 1955 Pp. 82.

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56. **International Labour Office.** *Factors affecting Productivity in the Chemical Industries with Special Reference to Work, Study and Systems of Wage Payment.* Second item on the agenda. Geneva, 1954. Pp. 120.

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57. **Great Britain. Ministry of Pensions and National Health.** *National Insurance Retirement Pensions: Reasons given for retiring or continuing at Work;* Report of an Enquiry. London, H.M.S.O., 1954. Pp. 136.

58. **International Labour Office.** *The Cost of Social Security 1949-1951; International Inquiry.* Geneva, International Social Security Association, 1955. Pp. 108.

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59. **Organization for European Economic Cooperation.** *Industrial Censuses in the United States.* Technical Assistance Mission No. 77. Paris, 1955. Pp. 143.

60. **United Nations. Economic and Social Council. Economic Commission for Europe. Transport Division.** *Annual Bulletin of Transport Statistics, 1953.* Geneva, 1953. Pp. 132.

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61. **Bird, Florence Bayard Kane (Rhein). (Anne Francis, Pseud.)** *Why wait for Spring?* [A talk on seasonal unemployment] Ottawa, Dept. of Labour, 1955. Pp. 4.

62. **Calder, James Allen.** *Seasonal Unemployment, can the Manufacturing Industry contribute to Solution of the problem?* Ottawa, Dept. of Labour, 1955. Pp. 4.

63. **Gregg, Milton Fowler.** *Outline of Seasonal Unemployment.* Ottawa, Dept. of Labour, 1955. Pp. 4.

64. **Murray, Walter.** *Do our buying Habits cause Winter Unemployment?* Ottawa, Dept. of Labour, 1955. Pp. 4.

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65. **American Medical Association. Bureau of Medical Economic Research.** *"Hourly Wages" of Physicians and Dentists.* Chicago, 1954. Pp. 8.

66. **Belcher, David William.** *Wage and Salary Administration.* New York, Prentice-Hall, 1955. Pp. 503.

67. **Bureau of National Affairs, Washington, D.C.** *Wage-Salary Administration.* Washington, 1954. Pp. 13.

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Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 21, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,537	104	412	1,565	2,016	991	449
Agricultural	877	*	49	188	235	370	31
Non-Agricultural	4,660	100	363	1,377	1,781	621	418
Males	4,292	87	326	1,213	1,517	800	349
Agricultural	842	*	46	184	223	357	28
Non-Agricultural	3,450	83	280	1,029	1,294	443	321
Females	1,245	17	86	352	499	191	100
Agricultural	35	*	*	*	12	13	*
Non-Agricultural	1,210	17	83	348	487	178	97
All Ages	5,537	104	412	1,565	2,016	991	449
14—19 years	507	13	37	175	170	83	29
20—24 years	725	16	51	234	245	131	48
25—44 years	2,585	50	187	734	941	456	217
45—64 years	1,506	22	116	382	574	278	134
65 years and over	214	*	21	40	86	43	21
Persons with Jobs							
All status groups	5,324	96	388	1,469	1,969	967	435
Males	4,106	79	304	1,228	1,478	780	337
Females	1,218	17	84	341	491	187	98
Agricultural	873	*	48	186	234	370	31
Non-Agricultural	4,451	92	340	1,283	1,735	597	404
Paid Workers	4,059	79	295	1,147	1,620	553	365
Males	2,962	64	224	837	1,170	391	276
Females	1,097	15	71	310	450	162	89
Persons Without Jobs and Seeking Work							
Both Sexes	213	*	24	96	47	24	14
Persons not in the Labour Force							
Both Sexes	4,969	147	450	1,400	1,619	898	455
Males	941	43	95	247	2,281	172	103
Females	4,028	104	355	1,153	1,338	726	352

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week Ended May 21, 1955		Week Ended April 23, 1955		Week Ended May 22, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	228	211	350	323	236	220
Without Jobs	213	197	327	304	218	205
Under 1 month	50	.....	57	.....	53	.....
1— 3 months	65	.....	115	.....	70	.....
4— 6 months	55	.....	108	.....	62	.....
7 –12 months	30	.....	33	.....	27	.....
13—18 months	*	.....	*	.....	*	.....
19 and over	*	.....	*	.....	*	.....
Worked	15	14	23	19	18	15
1—14 hours	*	*	*	*	*	*
15—34 hours	11	10	17	14	14	12

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—January	63	322	56	249	225	35	950
February	65	324	54	250	228	34	955
March	60	323	54	248	230	35	950
April	57	322	59	254	231	35	958
May	66	320	67	257	235	35	980
June	72	325	70	264	242	36	1,009
July	77	324	77	266	237	36	1,017
August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013

* Includes Newfoundland, since 1949.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,424,801.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1, 1955	105·7	150·0	141·2	60.68	106·5	154·2	143·9	63.28
May 1, 1955	107·3	153·1	142·0	61.00	107·2	156·5	145·1	63.82

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
(a) Provinces						
Newfoundland	118·4	113·4	117·9	54.49	53.36	53.22
Prince Edward Island	104·3	97·6	97·6	48.04	47.77	45.84
Nova Scotia	91·5	92·3	92·8	51.28	51.84	50.33
New Brunswick	94·1	95·0	90·2	52.52	53.87	50.54
Quebec	105·2	103·4	104·5	58.56	58.22	56.63
Ontario	110·3	108·8	109·0	63.65	63.25	61.40
Manitoba	101·3	98·5	100·4	57.98	58.01	56.02
Saskatchewan	108·5	106·1	110·0	56.81	56.83	55.49
Alberta	120·8	121·2	119·0	60.73	61.07	59.82
British Columbia	105·6	103·1	103·2	65.78	64.70	65.24
Canada	107·3	105·7	106·2	61.00	60.68	59.15
(b) Metropolitan Areas						
St. John's	112·2	107·7	106·7	45.66	45.05	43.25
Sydney	91·9	89·7	90·9	60.69	59.79	59.52
Halifax	108·7	118·0	109·8	49.39	50.99	48.29
Saint John	103·8	108·8	98·7	51.36	51.88	47.83
Quebec	106·1	102·8	109·7	50.81	49.59	49.16
Sherbrooke	99·8	98·2	96·5	49.86	50.36	47 53
Three Rivers	102·8	96·9	100·8	57.06	56.54	55.18
Drummondville	74·6	74·4	68·6	52.83	54.17	52.27
Montreal	110·3	108·4	110·9	59.77	59.04	57 45
Ottawa—Hull	110·3	108·5	106·5	55.78	55.60	53.97
Peterborough	93·2	91·3	98·8	63.87	63.20	62.90
Oshawa	160·5	157·2	155·9	68.75	69.97	65.86
Niagara Falls	115·9	112·8	145·5	68.96	69.93	70.35
St. Catharines	114·7	111·7	109·9	69.89	70.12	67 38
Toronto	119·4	118·4	119·4	64.38	64.09	62.37
Hamilton	102·2	101·0	103·7	65.38	64.98	63.82
Brantford	82·5	83·4	82·9	60.99	59.63	59.34
Galt	96·2	94·8	98·3	55.55	56.28	53.73
Kitchener	102·4	101·0	104·1	59.60	59.28	55.93
Sudbury	127·3	127·5	132·0	74.68	74.02	72 42
London	110·3	108·6	111·3	58.18	58.00	55.83
Sarnia	118·4	112·8	122·3	74.10	73.98	74.45
Windsor	105·5	103·7	101·4	78.23	74.11	68.93
Sault Ste. Marie	114·0	104·8	103·8	69.22	70.35	66.22
Ft. William—Pt. Arthur	105·2	97·6	102·7	59.96	60.88	59.78
Winnipeg	102·6	99·2	100·8	55.62	55.70	53.14
Regina	113·6	108·9	116·1	54.94	54.88	52.80
Saskatoon	112·8	109·5	116·6	53.80	53.59	51.72
Edmonton	142·5	137·5	136·2	57.91	57.82	56.25
Calgary	132·8	132·0	124·4	59.48	58.47	57.87
Vancouver	103·7	102·1	100·7	63.38	62.98	61.62
Victoria	113·2	110·7	105·7	59.99	59.19	57.90

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
Mining	**109·0**	**110·0**	**106·7**	**71.96**	**72.01**	**70.00**
Metal mining	113·8	113·4	110·4	75.51	74.31	73.78
Gold	81·4	80·6	82·0	68.07	67.02	67.57
Other metal	144·1	144·0	136·9	79.44	78.12	77.25
Fuels	96·8	102·7	96·3	67.43	69.97	66.23
Coal	70·5	71·4	73·5	57.11	57.53	57.39
Oil and natural gas	183·6	206·0	171·7	80.50	84.21	78.77
Non-metal	124·7	117·6	121·9	68.18	67.51	63.65
Manufacturing	**107·2**	**106·5**	**107·3**	**63.82**	**63.28**	**61.30**
Food and beverages	98·4	95·2	97·9	57.25	56.95	55.65
Meat products	112·1	110·6	109·3	66.42	66.84	64.12
Canned and preserved fruits and vegetables	67·4	64·2	65·6	52.05	51.93	49.91
Grain mill products	104·6	102·3	104·7	60.92	59.25	58.87
Bread and other bakery products	104·5	104·1	102·6	53.60	53.10	52.63
Distilled and malt liquors	100·7	97·7	103·7	71.48	70.49	67.91
Tobacco and tobacco products	81·4	99·0	78·1	61.62	54.25	61.06
Rubber products	106·3	104·3	101·3	65.45	65.46	62.00
Leather products	85·3	87·5	89·6	43.41	43.90	41.31
Boots and shoes (except rubber)	88·5	91·5	92·7	41.46	42.05	39.41
Textile products (except clothing)	84·4	84·0	79·9	51.95	51.96	50.20
Cotton yarn and broad woven goods	85·2	84·9	79·5	49.25	49.46	47.07
Woollen goods	69·6	69·8	64·5	49.39	49.48	48.25
Synthetic textiles and silk	86·9	86·7	82·5	57.27	57.71	55.65
Clothing (textile and fur)	90·4	92·3	92·6	41.83	42.15	40.24
Men's clothing	94·2	96·1	96·9	40.61	41.15	38.86
Women's clothing	94·2	96·9	98·5	42.44	42.53	40.82
Knit goods	76·8	77·8	78·6	42.98	42.50	41.54
Wood products	102·0	101·3	96·5	55.61	55.08	53.92
Saw and planing mills	104·2	103·7	96·1	57.47	57.26	56.03
Furniture	103·0	103·2	101·2	53.27	52.24	41.32
Other wood products	90·4	87·2	89·8	50.76	49.39	48.99
Paper products	114·0	121·0	111·9	73.87	73.45	71.18
Pulp and paper mills	117·8	115·0	114·6	78.93	78.77	76.52
Other paper products	104·6	104·7	105·3	59.98	59.22	57.05
Printing, publishing and allied industries	110·9	110·8	108·7	67.73	67.51	65.69
Iron and steel products	100·7	99·2	101·6	70.18	69.72	67.33
Agricultural implements	73·4	73·5	76·5	70.52	69.98	68.80
Fabricated and structural steel	125·2	124·2	124·3	74.51	74.37	73.22
Hardware and tools	99·8	98·8	101·9	65.81	65.40	61.60
Heating and cooking appliances	96·7	96·9	92·6	61.79	61.40	58.81
Iron castings	91·7	90·8	89·2	69.66	69.02	66.76
Machinery mfg.	106·3	105·7	109·2	68.76	68.22	66.75
Primary iron and steel	105·5	101·4	98·3	74.90	74.79	72.26
Sheet metal products	102·9	99·2	105·0	67.42	67.09	64.73
Transportation equipment	138·5	137·4	147·6	73.57	72.49	68.76
Aircraft and parts	334·2	335·5	363·8	74.00	75.06	73.44
Motor vehicles	140·2	137·3	126·7	86.67	82.49	73.77
Motor vehicle parts and accessories	122·3	120·4	114·2	71.35	70.23	67.39
Railroad and rolling stock equipment	83·2	82·8	103·0	64.81	64.88	63.46
Shipbuilding and repairing	144·2	144·0	172·8	65.61	65.07	64.56
Non-ferrous metal products	121·0	120·1	114·2	71.47	71.58	68.80
Aluminum products	125·5	123·2	115·3	66.14	66.91	66.12
Brass and copper products	102·8	102·4	103·7	68.74	68.55	65.03
Smelting and refining	141·9	140·4	128·5	77.22	77.39	74.81
Electrical apparatus and supplies	131·1	131·9	132·9	68.33	67.67	66.68
Non-metallic mineral products	116·2	112·7	111·7	66.18	65.61	62.95
Clay products	101·4	95·1	98·3	63.10	62.38	61.61
Glass and glass products	123·0	123·3	118·3	64.94	64.12	61.12
Products of petroleum and coal	121·7	120·4	119·3	90.84	87.28	88.08
Chemical products	121·0	120·0	121·5	69.28	68.98	66.30
Medicinal and pharmaceutical preparations	107·7	108·9	107·7	65.06	63.63	61.63
Acids, alkalis and salts	123·1	123·5	121·3	77.17	78.25	72.37
Miscellaneous manufacturing industries	99·7	100·0	104·8	55.13	55.14	53.11
Construction	**98·9**	**88·3**	**98·2**	**60.93**	**62.07**	**61.33**
Building and structures	102·7	93·3	105·9	65.58	65.80	66.55
Building	103·2	94·8	94·3	64.92	64.79	64.68
Engineering work	100·6	86·5	123·4	68.60	70.73	75.85
Highways, bridges and streets	92·8	80·5	86·0	52.73	55.18	51.13
Service	**110·9**	**108·6**	**108·1**	**40.74**	**40.34**	**39.04**
Hotels and restaurants	104·9	103·0	102·1	35.08	34.83	33.97
Laundries and dry cleaning plants	105·1	101·5	103·1	38.58	37.50	37.60
Industrial composite	**107·3**	**105·7**	**106·2**	**61.00**	**60.68**	**59.15**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1955	Apr. 1, 1955	May 1, 1954	May 1, 1955	Apr. 1, 1955	May 1, 1954
Newfoundland	44·3	42·9	41·9	137·8	136·4	134·6
Nova Scotia	41·8	41·5	41·6	126·5	126·4	125·4
New Brunswick	41·8	41·9	41·1	129·3	126·7	126·9
Quebec	42·1	42·0	41·7	129·9	129·1	127·9
Ontario	41·1	41·0	40·2	153·6	152·5	149·6
Manitoba	40·1	40·2	39·8	137·5	137·1	135·2
Saskatchewan	40·6	39·8	39·7	150·6	148·1	145·4
Alberta	39·9	40·3	39·8	151·8	149·9	146·4
British Columbia	38·5	38·2	38·5	172·6	171·6	169·3

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
	no.	no	no.	cts.	cts.	cts.	$	$	$
Mining	42·3	42·3	42·1	160·3	160·4	158·0	67.81	67.85	66.52
Metal mining	43·7	43·4	43·7	165·3	163·6	162·2	72.24	71.00	70.88
Gold	45·4	44·9	45·7	139·7	139·1	139·0	63.42	62.46	63.52
Other metal	42·7	42·7	42·6	180·3	177·7	176·7	76.99	75.88	75.27
Fuels	38·3	39·8	38·7	152·7	156·0	153·5	58.48	62.09	59.40
Coal	37·7	37·8	37·8	146·7	147·4	147·5	55.31	55.72	55.76
Oil and narural gas	40·2	45·3	41·6	171·9	175·6	172·6	69.10	79.55	71.80
Non-metal	43·4	42·3	41·9	151·3	154·1	146·9	65.66	65.18	61.55
Manufacturing	41·2	41·1	40·6	145·4	144·3	141·8	59.90	59.31	57.57
Food and beverages	41·3	41·0	41·4	126·8	126·3	123·1	52.37	51.78	50.96
Meat products	40·4	40·7	40·2	154·9	154·8	150·0	62.58	63.00	60.30
Canned and preserved fruits and vegetables	39·8	38·6	39·2	112·5	114·1	108·6	44.78	44.04	42.57
Grain mill products	41·8	40·7	41·9	138·6	137·4	136·6	57.93	55.92	57.24
Bread and other bakery products	43·7	43·5	43·4	109·8	108·5	109·6	47.98	47.20	47.57
Distilled and malt liquors	40·2	39·8	39·8	162·0	161·2	155·9	65.12	64.16	62.05
Tobacco and tobacco products	40·4	39·0	40·6	142·7	128·1	141·7	57.65	49.96	57.53
Rubber products	42·1	42·0	39·9	148·5	148·8	145·7	62.52	62.50	58.13
Leather products	39·9	40·8	38·6	100·4	100·3	98·6	40.06	40.92	38.06
Boots and shoes (except rubber)	39·3	40·5	37·9	97·1	96·7	95·0	38.16	39.16	36.01
Textile products (except clothing)	42·4	42·5	41·1	112·6	112·0	110·7	47.74	47.60	45.50
Cotton yarn and broad woven goods	41·0	41·3	39·3	113·3	113·1	111·6	46.45	46.71	43.86
Woollen goods	43·1	43·2	41·8	104·5	104·0	104·3	45.04	44.93	43.60
Synthetic textiles and silk	43·9	44·5	43·0	117·8	117·4	115·7	51.71	52.24	49.75
Clothing (textile and fur)	38·0	38·3	36·5	98·5	98·8	98·5	37.43	37.84	35.95
Men's clothing	37·8	38·4	36·4	97·0	97·8	96·8	36.67	37.56	35.24
Women's clothing	37·1	36·8	35·6	103·3	103·4	102·2	38.32	38.05	36.38
Knit goods	39·0	38·7	37·2	98·3	97·7	100·6	38.34	37.81	37.42
*Wood products	41·3	41·0	41·0	129·1	128·3	126·1	53.32	52.60	51.70
Saw and planing mills	40·4	40·4	40·1	137·7	137·0	135·3	55.63	55.35	54.26
Furniture	42·6	42·1	42·2	117·5	116·4	114·3	50.06	49.00	48.23
Other wood products	43·5	42·3	42·7	110·0	108·5	106·9	47.85	45.90	45.65
Paper products	42·5	42·1	42·1	163·7	163·8	159·3	69.57	68.96	67.07
Pulp and paper mills	42·7	42·4	42·3	174·5	174·6	170·5	74.51	74.03	72.12
Other paper products	41·8	41·2	41·5	129·9	130·2	125·4	54.30	53.64	52.04
Printing publishing and allied industries	40·2	40·0	40·3	172·3	171·8	166·6	69.26	68.72	67.14
*Iron and steel products	41·3	41·2	40·9	162·6	161·8	157·5	67.15	66.66	64.42
Agricultural implements	40·0	40·1	39·8	170·7	169·0	167·0	68.28	67.77	66.47
Fabricated and structural steel	40·8	40·8	40·6	167·6	167·9	168·3	68.38	68.50	68.33
Hardware and tools	41·9	41·8	40·5	147·3	147·2	142·6	61.72	61.53	57.75
Heating and cooking appliances	41·1	40·9	40·8	143·2	142·6	183·0	58.86	58.32	56.30
Iron castings	42·0	41·8	41·2	160·9	159·8	156·6	67.58	66.80	64.52
Machinery manufacturing	42·0	41·6	42·0	156·1	155·5	152·3	65.56	64.69	63.97
Primary iron and steel	40·7	40·8	40·5	176·8	176·1	170·5	71.96	71.85	69.05
Sheet metal products	41·2	40·9	40·8	155·5	154·8	150·9	64.07	63.31	61.57
*Transportation equipment	41·9	41·5	40·6	168·3	167·2	161·3	70.52	69.39	65.49
Aircraft and parts	40·4	40·8	42·2	171·3	172·8	166·9	69.21	70.50	70.43
Motor vehicles	45·3	43·7	39·6	184·0	180·8	170·2	83.35	79.01	67.40
Motor vehicle parts and accessories	41·4	40·7	39·9	165·9	165·1	160·8	68.68	67.20	64.16
Railroad and rolling stock equipment	39·8	40·0	39·1	160·4	159·8	160·5	63.84	63.92	62.76
Shipbuilding and repairing	41·9	41·9	42·7	154·1	153·6	148·8	64.57	64.36	63.54
*Non-ferrous metal products	41·2	41·4	40·7	164·0	163·4	158·8	67.57	67.65	64.63
Aluminum products	41·5	41·1	40·3	145·7	146·3	146·5	60.47	60.13	59.04
Brass and copper products	41·8	42·0	41·1	153·6	153·5	148·3	64.20	64.47	60.95
Smelting and refining	41·1	41·3	41·0	176·8	176·3	171·5	72.66	72.81	70.32
*Electrical apparatus and supplies	40·4	40·4	40·3	152·1	150·9	151·3	61.45	60.96	60.97
Heavy electrical machinery and equipment	40·3	39·7	40·5	167·0	164·6	165·7	67.30	65.35	67.11
*Non-metallic mineral products	43·5	42·8	42·9	145·4	145·9	140·3	63.25	62.45	60.19
Clay products	44·3	42·9	44·4	135·3	136·4	132·1	59.94	58.52	58.65
Glass and glass products	42·9	42·6	42·5	145·3	145·1	138.2	62.33	61.81	58.74
Products of petroleum and coal	42·5	40·9	42·7	195·0	191·1	192·3	82.88	78.16	82.11
Chemical products	41·3	41·2	41·8	149·2	148·8	143·5	61.62	61.31	59.98
Medicinal and pharmaceutical preparations	41·1	40·9	41·5	123·5	122·9	120·8	50.76	50.27	50.13
Acids, alkalis and salts	42·0	42·6	40·6	171·2	171·9	164·4	71.90	73.23	66.75
Miscellaneous manufacturing industries	41·2	41·4	40·6	118·8	118·2	116·2	48.95	48.93	47.18
*Durable goods	41·5	41·3	40·9	156·7	155·8	152·3	65.03	64.35	62.29
Non-durable goods	41·0	40·9	40·3	132·9	131·8	129·9	54.49	53.91	52.35
Construction	38·7	39·4	39·5	151·2	152·6	151·3	58.51	60.12	59.76
Buildings and structures	38·9	38·8	39·6	161·7	162·5	163·3	62.90	63.05	64.67
Highways, bridges and streets	38·3	40·9	39·3	127·3	130·1	119·8	48.76	53.21	47.08
Electric and motor transportation	44·7	45·0	45·2	144·1	142·7	139·3	64.41	64.22	62.96
Service	40·6	40·5	41·2	85·8	84·9	83·4	34.83	34.38	34.36
Hotels and restaurants	40·6	40·8	41·4	85·7	84·6	83·2	34.79	34.52	34.44
Laundries and dry cleaning plants	41·7	40·7	41·7	81·9	81·4	79·7	34.15	33.13	33.23

*Durable manufactured goods industries

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
April 1, 1954	40·9	141·0	57.67	138·3	115·6	119·6
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955	41·2	143·5	59.12	141·7	116·0	122·2
April 1, 1955(1)	41·1	144·3	59.31	142·2	116·1	122·5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 hours and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1949	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
July 1, 1954	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955(1)	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955(1)	18,741	17,392	36,133	152,711	77,865	230,576

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1955[1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from April 29, 1955	Change from May 31, 1954
Agriculture, Fishing, Trapping	**1,796**	**685**	**2,481**	**+ 891**	**+ 763**
Forestry	**2,645**	**33**	**2,678**	**+1,041**	**+ 1,442**
Mining, Quarrying and Oil Wells	**1,014**	**92**	**1,106**	**+ 149**	**+ 455**
Metal Mining	320	24	344	− 71	− 139
Fuels	336	17	353	− 12	+ 21
Non-Metal Mining	258	4	262	+ 196	+ 228
Quarrying, Clay and Sand Pits	24	2	26	+ 13	+ 13
Prospecting	76	45	121	+ 23	+ 54
Manufacturing	**4,463**	**2,605**	**7,068**	**+ 605**	**+ 1,743**
Foods and Beverages	602	255	857	+ 230	+ 104
Tobacco and Tobacco Products	18	5	23	+ 7	+ 16
Rubber Products	37	22	59	+ 3	+ 2
Leather Products	41	96	137	− 10	− 39
Textile Products (except clothing)	116	132	248	+ 41	+ 2
Clothing (textile and fur)	142	1,146	1,288	+ 192	+ 204
Wood Products	493	94	587	− 193	− 1
Paper Products	141	42	183	− 12	+ 40
Printing, Publishing and Allied Industries	182	111	293	− 26	+ 28
Iron and Steel Products	657	151	808	+ 71	+ 182
Transportation Equipment	921	98	1,019	+ 128	+ 613
Non-Ferrous Metal Products	173	60	233	+ 11	+ 104
Electrical Apparatus and Supplies	412	135	547	+ 61	+ 283
Non-Metallic Mineral Products	106	50	156	+ 20	− 22
Products of Petroleum and Coal	55	26	81	+ 4	+ 27
Chemical Products	289	103	392	+ 53	+ 187
Miscellaneous Manufacturing Industries	78	79	157	+ 25	+ 13
Construction	**3,296**	**134**	**3,430**	**+1,579**	**+ 1,191**
General Contractors	2,582	102	2,684	+1,318	+ 984
Special Trade Contractors	714	32	746	+ 261	+ 207
Transportation, Storage and Communication	**1,195**	**356**	**1,551**	**+ 350**	**+ 317**
Transportation	1,048	177	1,225	+ 333	+ 408
Storage	52	19	71	+ 20	+ 13
Communication	95	160	255	− 3	− 104
Public Utility Operation	**88**	**69**	**157**	**− 51**	**+ 81**
Trade	**2,686**	**2,588**	**5,274**	**+ 526**	**+ 615**
Wholesale	985	557	1,542	+ 263	+ 261
Retail	1,701	2,031	3,732	+ 263	+ 364
Finance, Insurance and Real Estate	**748**	**913**	**1,661**	**+ 258**	**+ 49**
Service	**4,442**	**10,741**	**15,183**	**+3,453**	**+ 1,516**
Community or Public Service	544	1,242	1,786	+ 445	+ 22
Government Service	2,253	598	2,851	+ 358	− 138
Recreation Service	103	235	338	+ 47	+ 29
Business Service	604	431	1,035	+ 200	+ 97
Personal Service	938	8,235	9,173	+2,403	+ 1,506
GRAND TOTAL	**22,373**	**18,216**	**40,589**	**+8,801**	**+ 8,172**

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JUNE 2, 1955[1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	3,277	753	4,030	5,071	1,562	6,633
Clerical workers	1,382	4,408	5,790	10,279	21,314	31,593
Sales workers	1,728	1,490	3,218	4,582	9,075	13,657
Personal and domestic service workers	1,529	8,822	10,351	23,011	12,854	35,865
Seamen	34	.....	34	1,106	2	1,108
Agriculture and fishing	1,900	519	2,419	2,032	229	2,261
Skilled and semiskilled workers	8,475	1,711	10,186	99,629	17,626	117,255
Food and kindred products (inc. tobacco)	74	19	93	1,070	562	1,632
Textiles, clothing, etc.	145	1,222	1,367	3,740	11,014	14,754
Lumber and wood products	3,341	4	3,345	16,164	123	16,287
Pulp, paper (inc. printing)	36	8	44	890	380	1,270
Leather and leather products	42	49	91	1,134	1,133	2,267
Stone, clay and glass products	18	.....	18	290	47	337
Metalworking	581	14	595	11,043	1,109	12,152
Electrical	97	28	125	2,250	801	3,051
Transportation equipment	23	.....	23	609	39	648
Mining	124	.....	124	1,408	.....	1,408
Construction	1,385	1	1,386	21,149	3	21,152
Transportation (except seamen)	891	23	914	17,249	94	17,343
Communications and public utility	47	.....	47	652	8	660
Trade and service	253	276	529	2,621	1,251	3,872
Other skilled and semiskilled	1,252	53	1,305	14,188	764	14,952
Foremen	70	8	78	2,232	286	2,518
Apprentices	96	6	102	2,940	12	2,952
Unskilled workers	3,350	748	4,098	59,920	13,611	73,531
Food and tobacco	107	136	243	1,992	3,124	5,116
Lumber and lumber products	342	11	353	9,108	250	9,358
Metalworking	81	36	117	3,296	430	3,726
Construction	1,690	5	1,695	27,487	74	27,561
Other unskilled workers	1,130	560	1,690	18,037	9,733	27,770
GRAND TOTAL	**21,675**	**18,451**	**40,126**	**205,630**	**76,273**	**281,903**

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
Newfoundland	**343**	**330**	**325**	**8,603**	**18,884**	**9,224**
Corner Brook	6	20	8	2,183	3,764	2,728
Grand Falls	15	54	4	854	1,604	805
St. John's	322	256	313	5,566	13,516	5,691
Prince Edward Island	**257**	**280**	**188**	**1,383**	**2,583**	**1,344**
Charlottetown	194	245	160	863	1,178	836
Summerside	63	35	28	520	1,405	508
Nova Scotia	**2,055**	**1,515**	**1,182**	**12,453**	**20,797**	**13,976**
Amherst	68	26	31	488	991	391
Bridgewater	25	31	40	458	906	454
Halifax	1,263	1,116	783	3,597	4,435	3,836
Inverness	.....	.....	4	298	759	631
Kentville	212	212	53	924	2,330	1,179
Liverpool	45	15	18	199	244	277
New Glasgow	89	30	54	1,933	3,466	1,549
Springhill	7	.....	6	241	540	337
Sydney	276	37	153	2,963	4,019	3,767
Truro	41	40	21	561	1,137	585
Yarmouth	29	8	19	791	1,970	970
New Brunswick	**1,859**	**1,040**	**1,225**	**13,869**	**26,139**	**15,711**
Bathurst	9	121	13	1,562	4,984	1,491
Campbellton	24	17	47	1,473	2,930	1,408
Edmundston	56	12	15	955	2,142	620
Fredericton	652	368	159	859	1,899	2,015
Minto	6	8	8	382	540	659
Moncton	703	312	555	2,530	4,271	2,711
Newcastle	.....	4	6	1,269	2,981	1,221
Saint John	254	178	212	3,333	2,705	3,493
St. Stephen	46	10	99	573	1,277	1,283
Sussex	84	7	69	264	562	191
Woodstock	25	3	42	669	1,848	619
Quebec	**10,518**	**7,559**	**7,583**	**94,036**	**177,993**	**100,307**
Asbestos	50	77	88	390	802	368
Beauharnois	41	60	4	492	998	526
Buckingham	41	10	22	562	1,428	682
Causapscal	31	421	4	1,580	3,522	1,873
Chandler	32	4	66	545	1,626	505
Chicoutimi	230	116	133	921	2,459	1,087
Dolbeau	46	10	24	799	2,597	814
Drummondville	63	66	42	1,106	1,553	1,852
Farnham	37	38	72	643	1,173	844
Forestville	15	1	10	1,120	2,295	731
Gaspé	10	2	16	551	1,050	490
Granby	29	30	28	1,022	1,745	1,159
Hull	44	31	111	1,657	2,895	1,488
Joliette	152	145	120	1,576	2,736	1,444
Jonquières	97	63	143	915	2,299	1,439
Lachute	31	14	29	318	818	451
La Malbaie	9	10	18	620	2,288	696
La Tuque	91	194	46	224	547	365
Lévis	176	70	121	2,699	5,327	2,142
Louiseville	38	46	39	560	1,579	610
Maniwaki	3	10	11	463	1,739	366
Matane	475	5	33	1,217	4,287	1,147
Mégantic	103	15	24	667	1,477	786
Mont-Laurier	16	7	16	767	1,389	624
Montmagny	28	29	24	1,071	2,355	1,212
Montréal	4,498	3,253	3,291	34,310	54,279	37,081
New Richmond	134	313	113	727	2,340	683
Port-Alfred	46	7	13	506	1,351	571
Québec	770	596	728	9,010	15,317	7,481
Rimouski	240	149	18	1,856	4,290	1,860
Rivière-du-Loup	319	293	120	2,697	5,055	2,246
Roberval	9	6	13	841	1,621	844
Rouyn	82	63	91	1,820	4,077	2,967
Ste-Agathe	79	10	50	454	1,027	469
Ste-Anne de Bellevue	59	88	26	436	1,291	450
Ste-Thérèse	70	69	77	639	1,286	1,013
St-Georges Est	248	69	496	1,666	3,487	1,277
St-Hyacinthe	436	38	448	973	1,991	1,378
St-Jean	74	59	91	872	1,739	1,311
St-Jérôme	39	21	39	559	1,183	939
St-Joseph d'Alma	33	27	40	964	2,565	1,060
Sept-Îles	63	22	11	693	1,433	615
Shawinigan Falls	76	48	54	1,969	3,612	2,044
Sherbrooke	225	160	199	2,491	4,004	3,057
Sorel	27	26	29	1,352	2,968	1,261
Thetford Mines	66	47	46	1,008	1,762	903
Trois-Rivières	229	513	205	2,681	4,381	2,633

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
Quebec—Con.						
Val d'Or	670	99	43	1,165	2,588	1,530
Valleyfield	56	40	48	1,099	1,624	1,441
Victoriaville	82	69	50	763	1,738	1,492
Ontario	**13,247**	**10,767**	**9,491**	**87,240**	**138,983**	**106,744**
Arnprior	17	15	10	122	368	99
Barrie	180	192	173	802	1,189	842
Belleville	36	23	55	1,027	1,406	1,070
Bracebridge	810	214	349	315	916	478
Brampton	102	106	41	359	541	274
Brantford	111	72	58	1,441	2,168	1,827
Brockville	11	19	20	272	424	228
Carleton Place	.....	2	1	129	276	247
Chatham	110	39	62	1,038	2,031	1,638
Cobourg	13	8	12	380	508	359
Collingwood	36	28	48	440	550	434
Cornwall	76	73	72	1,483	2,201	1,335
Fort Erie	39	6	19	303	474	255
Fort Frances	16	10	10	232	491	274
Fort William	94	141	44	1,108	2,269	1,937
Galt	44	58	64	614	1,064	966
Gananoque	5	6	6	96	211	113
Goderich	24	40	46	289	461	223
Guelph	100	133	104	895	1,577	1,425
Hamilton	686	622	375	6,494	10,382	9,415
Hawkesbury	21	28	37	248	1,045	261
Ingersoll	20	22	18	300	527	342
Kapuskasing	22	50	23	690	1,893	1,167
Kenora	57	86	38	294	806	310
Kingston	201	198	192	841	1,041	973
Kirkland Lake	77	47	69	609	1,049	797
Kitchener	120	98	109	1,407	2,446	2,135
Leamington	20	23	22	520	858	664
Lindsay	156	202	64	459	638	659
Listowel	34	19	31	179	394	195
London	624	645	495	2,589	3,676	2,974
Midland	37	22	10	290	802	607
Napanee	12	10	13	285	463	254
New Toronto	185	157	159	1,735	2,113	1,204
Niagara Falls	120	63	93	1,223	2,283	1,340
North Bay	152	100	93	754	1,419	1,252
Oakville	167	113	22	230	336	347
Orillia	26	33	47	372	658	443
Oshawa	130	124	72	1,541	2,355	3,860
Ottawa	1,309	1,431	1,061	2,458	4,850	2,614
Owen Sound	65	48	44	856	1,648	960
Parry Sound	15	23	22	119	451	178
Pembroke	304	189	248	1,010	1,856	1,044
Perth	54	47	26	203	572	209
Peterborough	72	53	152	1,511	2,789	1,706
Picton	9	5	4	163	369	175
Port Arthur	139	251	222	2,040	5,021	3,008
Port Colborne	14	4	26	343	733	588
Prescott	15	9	22	470	713	561
Renfrew	52	19	25	463	683	510
St. Catharines	244	88	129	1,790	2,554	3,039
St. Thomas	71	67	79	745	965	704
Sarnia	63	48	48	1,112	2,087	1,195
Sault Ste. Marie	137	234	141	1,091	1,821	2,479
Simcoe	54	49	60	489	1,020	430
Sioux Lookout	12	11	34	173	268	223
Smiths Falls	9	14	14	253	292	217
Stratford	68	33	46	421	761	731
Sturgeon Falls	.....	.....	4	1,001	1,557	634
Sudbury	393	274	133	1,675	4,081	2,348
Timmins	65	37	75	1,366	2,296	1,313
Toronto	4,425	3,191	3,284	28,352	36,704	27,108
Trenton	37	34	37	601	915	752
Walkerton	39	57	19	313	468	403
Wallaceburg	11	14	9	330	650	349
Welland	19	16	16	902	1,860	1,871
Weston	359	334	130	1,167	1,438	693
Windsor	439	286	167	3,101	4,651	7,032
Woodstock	63	54	38	317	601	447
Manitoba	**2,317**	**2,040**	**2,621**	**12,938**	**22,322**	**13,674**
Brandon	304	245	307	743	1,979	812
Dauphin	16	62	36	456	974	449
Flin Flon	46	25	50	162	264	164
Portage la Prairie	49	71	59	472	1,056	529
The Pas	8	5	125	70	131	95
Winnipeg	1,894	1,632	2,044	11,035	17,918	11,625

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954	[1] June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
Saskatchewan	**1,651**	**1,600**	**2,073**	**8,359**	**13,936**	**5,787**
Estevan	51	68	49	100	232	137
Moose Jaw	221	182	213	650	1,101	598
North Battleford	53	39	122	574	1,148	440
Prince Albert	110	32	93	1,530	2,294	1,017
Regina	498	707	475	1,592	2,799	921
Saskatoon	492	289	779	2,508	3,002	1,495
Swift Current	85	89	113	286	696	236
Weyburn	54	62	79	129	330	109
Yorkton	87	132	150	990	2,334	834
Alberta	**3,859**	**2,438**	**2,866**	**14,981**	**25,186**	**15,282**
Blairmore	16	15	8	402	388	575
Calgary	1,571	896	1,187	3,764	7,079	4,177
Drumheller	21	30	18	467	667	422
Edmonton	1,642	989	1,065	7,321	11,115	7,183
Edson	34	74	81	274	461	473
Lethbridge	318	245	332	1,097	2,534	1,005
Medicine Hat	144	100	62	776	1,194	422
Red Deer	76	66	92	851	1,706	987
Yellowknife	37	23	21	29	42	38
British Columbia	**4,020**	**2,594**	**2,520**	**28,041**	**46,399**	**32,581**
Chilliwack	66	72	41	679	982	560
Courtenay	40	20	42	461	904	546
Cranbrook	21	23	7	569	1,304	683
Dawson Creek	20	36	13	449	699	415
Duncan	45	55	35	226	450	248
Kamloops	140	86	87	410	920	694
Kelowna	26	25	8	434	757	512
Mission City	554	63	238	704	1,060	462
Nanaimo	57	22	50	449	776	803
Nelson	36	9	13	466	1,236	721
New Westminster	233	153	113	2,946	5,002	3,937
Penticton	25	21	9	329	1,180	471
Port Alberni	20	23	19	303	301	232
Prince George	194	91	82	1,766	2,485	2,182
Prince Rupert	122	99	37	493	947	557
Princeton	3	4	6	124	282	130
Trail	26	29	6	411	928	903
Vancouver	1,636	1,205	1,162	13,895	21,143	15,278
Vernon	68	26	142	515	1,574	593
Victoria	486	281	339	1,968	2,913	2,355
Whitehorse	202	251	71	444	556	299
Canada	**40,126**	**30,163**	**30,074**	**281,903**	**493,222**	**314,630**
Males	21,675	15,508	14,284	205,630	394,621	237,848
Females	18,451	14,655	15,790	76,273	98,601	76,782

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—55

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (5 Months)	297,793	186,181	111,612	24,982	80,255	97,458	61,607	33,491
1955 (5 Months)	295,916	194,509	101,407	23,991	73,268	106,367	58,331	33,959

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in Thousands)	Month of May 1955			
		Number Commencing Benefit	Number of Days Benefit Paid (Disability days in Brackets)		Amount of Benefit Paid
Newfoundland	8·6	2,384	212,477	(964)	737,348
Prince Edward Island	1·1	203	25,645	(269)	73,800
Nova Scotia	11·6	3,635	265,426	(4,251)	848,875
New Brunswick	12·6	4,444	297,392	(2,574)	957,483
Quebec	92·4	32,038	2,448,366	(31,582)	7,596,397
Ontario	69·4	27,148	1,722,979	(32,318)	5,318,251
Manitoba	10·6	3,345	260,245	(4,623)	783,743
Saskatchewan	7·7	2,093	190,579	(1,821)	597,710
Alberta	16·0	6,020	350,701	(5,047)	1,147,755
British Columbia	21·2	7,939	528,297	(9,399)	1,681,544
Total, Canada, May 1955	251·2	89,249	6,302,107	(92,911)	19,742,906
Total, Canada, April 1955	348·4	103,111	7,735,268	(97,257)	24,598,076
Total, Canada, May 1954	246·2†	87,468	6,575,003	(81,922)	20,709,106

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MAY 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING DISABILITY CASES* INCLUDED IN TOTAL

Province and Sex	Days Continuously on the Register									May 31, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Newfoundland	7,046	652	566	730	1,501	1,026	1,104	809	658	7,889
Male	6,698	614	535	689	1,429	983	1,061	770	617	7,632
Female	348	38	31	41	72	43	43	39	41	257
Prince Edward Island	825	74	56	86	161	124	98	105	121	832
Male	622	49	35	66	116	102	85	81	88	652
Female	203	25	21	20	45	22	13	24	33	180
Nova Scotia	9,963	2,033	703	1,012	1,530	1,138	862	934	1,751	10,373
Male	8,556	1,813	604	842	1,297	977	716	786	1,521	8,965
Female	1,407	220	99	170	233	161	146	148	230	1,408
New Brunswick	10,710	1,633	921	1,381	2,445	1,507	993	789	1,041	12,707
Male	9,385	1,442	799	1,226	2,233	1,344	888	647	806	11,049
Female	1,325	191	122	155	212	163	105	142	235	1,658
Quebec	75,648	10,686	5,028	7,550	13,786	12,320	8,865	6,187	11,226	85,085
Male	58,076	7,433	3,662	5,465	11,058	10,300	7,360	4,760	8,038	65,514
Female	17,572	3,253	1,366	2,085	2,728	2,020	1,505	1,427	3,188	19,571
Ontario	60,319	10,372	4,271	6,305	9,805	7,119	5,616	5,401	11,430	79,682
Male	40,484	6,829	2,788	4,218	6,363	4,698	3,703	3,757	8,128	59,385
Female	19,835	3,543	1,483	2,087	3,442	2,421	1,913	1,644	3,302	20,297
Manitoba	8,765	1,411	555	1,029	1,393	962	745	762	1,908	11,430
Male	5,626	832	336	605	933	623	448	492	1,357	7,659
Female	3,139	579	219	424	460	339	297	270	551	3,771
Saskatchewan	5,309	532	362	517	825	672	552	732	1,117	3,592
Male	4,034	378	263	379	648	488	406	554	918	2,679
Female	1,275	154	99	138	177	184	146	178	199	913
Alberta	10,357	1,466	879	1,263	2,081	1,238	921	963	1,546	11,699
Male	8,301	1,132	715	1,037	1,739	989	721	726	1,242	9,833
Female	2,056	334	164	226	342	249	200	237	304	1,866
British Columbia	20,797	3,457	1,733	2,507	4,065	2,080	1,785	1,521	3,649	24,466
Male	15,117	2,583	1,349	1,897	2,917	1,442	1,250	1,020	2,659	18,710
Female	5,680	874	384	610	1,148	638	535	501	990	5,756
CANADA	209,739	32,316	15,074	22,380	37,592	28,186	21,541	18,203	34,447	247,755
MALE	156,899	23,105	11,086	16,424	28,733	21,946	16,638	13,593	25,374	192,078
FEMALE	52,840	9,211	3,988	5,956	8,859	6,240	4,903	4,610	9,073	55,677

* Disability cases: May 31, 1955: 3,150 (2,224 males 926 females)
May 31, 1954: 3,130 (2,275 males 855 females)

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,038	1,607	431	3,061	1,775	1,286	589
Prince Edward Island	239	168	71	274	196	78	55
Nova Scotia	4,987	2,926	2,061	5,280	4,282	998	1,088
New Brunswick	4,277	2,875	1,402	5,355	4,227	1,128	895
Quebec	31,565	19,551	12,014	35,284	27,825	7,459	7,659
Ontario	33,299	19,775	13,524	34,588	27,285	7,303	7,735
Manitoba	4,010	2,623	1,387	4,138	3,218	920	569
Saskatchewan	1,994	1,396	598	2,366	1,752	614	319
Alberta	5,004	3,332	1,672	6,642	4,917	1,725	893
British Columbia	10,210	6,315	3,895	11,253	8,476	2,777	1,849
Total Canada, May 1955	97,623*	60,568	37,055	108,241†	83,953	24,288	21,651
Total Canada April 1955	154,260	107,480	46,780	173,611	117,599	56,012	32,269
Total Canada, May 1954	113,427	67,021	46,406	126,316	97,520	28,796	29,034

* In addition, revised claims received numbered 21,618.

† In addition, 22,463 revised claims were disposed of. Of these, 1,091 were special requests not granted, and 908 were appeals by claimants. There were 2,731 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)

SOURCE: Report on Operation of the Unemployment Isnurance Act, D.B.S.

Beginning of Month of	Total	Employed	Claimants*
1953—April	3,150,680	2,888,100	262,580
May	3,119,000	2,903,800	215,200
June	3,110,000	2,966,900	143,100
July	3,147,000	3,027,200	119,800
August	3,149,000	3,038,100	110,900
September	3,167,000	3,055,700	111,300
October	3,182,000	3,062,600	119,400
November	3,184,000	3,030,400	153,600
December	3,222,000	2,983,500	238,500
1954—January	3,266,000	2,875,000	391,000†
February	3,269,000	2,774,200	494,800†
March	3,264,000	2,751,400	512,600†
April	3,231,110	2,851,210	379,900
May	3,209,000	2,870,600	338,400
June	3,194,000	2,946,200	247,800
July	3,225,000	3,025,500	199,500
August	3,232,000	3,043,100	188,900
September	3,250,000	3,058,700	191,300
October	3,257,000	3,069,300	187,700
November	3,249,000	3,039,900	209,100
December	3,310,000	3,035,500	274,500
1955—January	3,393,000	2,961,200	431,800†
February	3,409,000	2,865,600	543,400†
March	3,435,000	2,856,400	578,600†
April	Not available		

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—December	115·8	112·1	125·2	110·2	117·4	116·3
Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—May	115·5	110·2	125·8	109·9	117·3	117·5
June	116·1	112·0	126·4	109·7	117·1	117·5
July	116·2	112·1	126·6	109·6	117·2	117·6
August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8
July	116·0	111·5	129·6	107·8	115·8	117·7

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE, 1955

(1949=100)

Source: Dominion Bureau of Statistics

——	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1st, 1954	May 2nd, 1955	June 1st, 1955					
(1) St. John's, Nfld.	102·5	105·0	104·3	103·9	108·6	100·7	101·4	106·5
Halifax	113·9	115·4	114·6	106·2	123·7	114·6	118·9	119·1
Saint John	116·2	118·1	117·3	111·0	125·1	116·1	116·5	124·0
Montreal	117·0	117·0	116·3	112·7	135·8	107·1	114·8	116·8
Ottawa	116·1	117·3	116·9	110·2	133·3	111·1	116·8	119·6
Toronto	118·2	118·9	118·3	109·9	146·4	109·9	114·3	118·6
Winnipeg	115·3	115·6	115·0	109·9	126·0	112·6	113·4	117·5
Saskatoon—Regina	114·1	114·4	114·3	109·6	117·8	114·6	117·8	114·2
Edmonton—Calgary	114·8	114·2	113·8	108·0	121·1	112·5	115·8	117·4
Vancouver	117·1	117·2	116·8	108·6	127·3	112·2	124·9	119·8

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
June	21	29	4,510	5,664	47,355	0·06
Cumulative totals	73		21,542		365,988	0·07
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
June	20	32	9,502	10,192	86,715	0·10
Cumulative totals	98		25,822		367,555	0·07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to June 1955[1]					
MANUFACTURING—					
Textiles, Clothing, etc.—					
Knitted goods factory workers, St. Hyacinthe, Que.	1	[3] 417	7,000	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	62	1,200	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products—					
Lumber mill workers, Saint John, N.B.	2	63	750	May 26	For new agreements providing for increased wages and fringe benefits, following reference to conciliation board; 39 workers at one establishment resumed work June 7; unconcluded.
Metal Products—					
Auto parts foundry workers, Sarnia, Ont.	1	260	5,700	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; concluded June 24; conciliation; compromise.
Wire products factory workers, Watford, Ont.	1	83	1,070	Apr. 12	For implementation of award of conciliation board for increased wages, check-off and two weeks' vacations with pay after five years in new agreement under negotiations; concluded June 17; return of workers pending further negotiations; indefinite.
Electrical apparatus, pattern makers, Hamilton, Ont.	1	20	440	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; unconcluded.
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	69	1,000	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; partial return of workers; unconcluded.
Miscellaneous Products—					
Mattress and furniture factory workers, Vancouver, B.C.	1	180	540	May 10	Protesting dismissal of union steward for cause; concluded June 3; conciliation; in favour of workers, steward reinstated.
Strikes and Lockouts Commencing During June 1955					
MINING—					
Metal miners, Buchans, Nfld.	1	300	4,200	June 15	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During June 1955—Continued					
MANUFACTURING—					
Textiles, Clothing, etc.—					
Woollen textiles and blanket factory workers, Meaford, Ont.	1	72	550	June 13	Protesting proposed reduction in paid statutory holidays from eight to four and revision of insurance plan in new agreement under negotiations, following reference to conciliation board; concluded June 22; negotiations; compromise.
Woollen textiles factory workers, Granby, Que.	1	250	250	June 22	Alleged delay in negotiations for a new agreement; concluded June 22; negotiations; in favour of workers.
Hosiery and knitted goods factory workers, Woodstock, Ont.	1	230	75	June 30	Protesting proposed reduction in wages in new agreement under negotiations, following reference to conciliation board; unconcluded.
Pulp, Paper and Paper Products—					
Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	799	11,800	June 9 June 13	For new agreements providing for increased wages; unconcluded.
Miscellaneous Wood Products—					
Sawmill workers, Penticton, B.C.	1	57	110	June 9	Protest because worker quit after refusal to teach new man to do the job; concluded June 10; return of workers pending settlement; indefinite.
Sawmill workers, New Westminster, B.C.	1	34	270	June 21	Protesting dismissal of a worker for cause; unconcluded.
Sawmill workers, Giscome, B.C.	1	130	390	June 28	For reopening of company cookhouse shut down since Sept. 1953; concluded June 30; return of workers; in favour of employer.
Metal Products—					
Radio and television factory workers, Brantford, Ont.	1	74	220	June 9	For a greater increase in wages than recommended by arbitration board in union agreement under negotiations; concluded June 13; negotiations; in favour of workers.
Motor vehicle factory maintenance men, Windsor, Ont.	1	600	[4] 1,800	June 20	Alleged delay in negotiating classification as skilled tradesmen; concluded June 22; return of workers; in favour of employer.
Electrical apparatus factory workers, Hamilton, Ont.	1	30	30	June 24	Protesting dismissal of union steward; concluded June 24; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During June 1955—Concluded					
Non-Metallic Minerals, Chemicals, etc.		[5]			
Explosives and agricultural chemicals factory workers, McMasterville, Que.	1	494	4,000	June 20	For clause covering short-term lay-offs in new agreement under negotiations, following reference to arbitration board; unconcluded.
Cellulose products factory workers, Shawinigan Falls, Que.	1	429	1,285	June 28	For increased wages; unconcluded.
Fibrous glass factory workers, Sarnia, Ont.	1	322	480	June 27	Protesting suspension of a worker for refusal to accept job change; concluded June 29; return of workers pending decision of conciliation board; indefinite.
Abrasives factory workers, Shawinigan Falls, Que.	1	125	340	June 28	For employment of an extra man on each of six furnaces; unconcluded.
CONSTRUCTION—					
Buildings and Structures—		[6]			
Plasterers, Toronto, Ont.	6	298	2,800	June 1	Protesting new method of mixing finishing coat of plaster; concluded June 14; return of workers pending settlement; indefinite.
Power shovel and bulldozer operators, St. Catharines, Ont.	1	17	100	June 13	For a new agreement providing for seniority; concluded June 20; negotiations; in favour of workers.
Labourers, Oakville, Ont.	1	25	25	June 17	For a union agreement providing for increased wages to Toronto rate; concluded June 17; partial return of workers pending settlement; indefinite.
Bridge—					
Pile drivers, Kitimat, B.C.	1	14	110	June 21	Protesting decision to charge $2.00 per day for room and board, retention of travelling time and double time for overtime instead of proposed time-and-one-half; unconcluded.
SERVICE—					
Public Administration—					
Public works employees, Kitchener, Ont.	1	165	660	June 22	For a new agreement providing for increased wages, night shift differential and pay for two additional statutory holidays, following reference to conciliation board; concluded June 28; negotiations; in favour of workers.
County roads employees, Cayuga, Ont.	1	45	160	June 27	For union recognition; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 252 indirectly affected; (4) 6,400 indirectly affected; (5) 200 indirectly affected; (6) 150 indirectly affected.

CURRENT manpower and labour relations REVIEW

SEPTEMBER 15, 1955

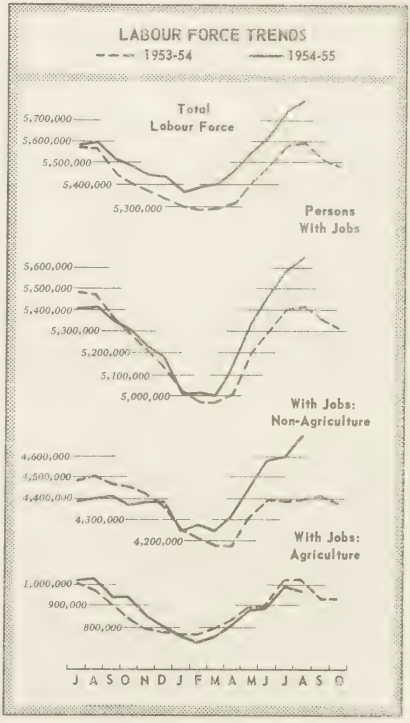
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

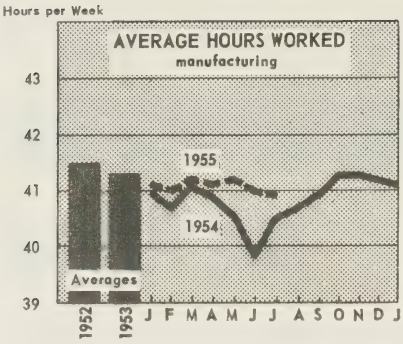
BUSINESS activity approached a seasonal peak during August. Total output reached a new record during the second quarter and the trend points to further gains during the third quarter. The increase in job opportunities this summer reduced the number of unemployed workers unusually quickly and at the same time absorbed an unusually large increase in the labour force. Local labour shortages were reported during the month in many parts of the country.

A further substantial increase in non-agricultural employment occurred between mid-July and mid-August; this was partly offset by a decline in agricultural employment. The total number of persons with jobs rose to 5,641,000, about 156,000 above the previous record, reached in July 1953. The employment gain from the seasonal low this spring amounted to 642,000, almost one-third greater than for the comparable period last year. Total employment in mid-August was 225,000 higher than last year; it was 281,000 greater in non-farm industries.

The number of persons without jobs and seeking work declined from 150,000 to 131,000 during the month, a substantial drop for this time of year. The latter figure was



A Monthly *Labour Gazette* Feature



2.3 per cent of the labour force, the lowest ratio recorded since October 1953 and 25 per cent lower than in August last year.

Labour requirements were well distributed across the country, resulting in a fairly full and balanced use of available manpower. Areas with labour surpluses were fewer than at any time since October 1952. The number of areas with labour shortages rose to five and many more areas reported shortages of workers in specific occupations. Most of these shortages were not expected to persist beyond the seasonal employment peak.

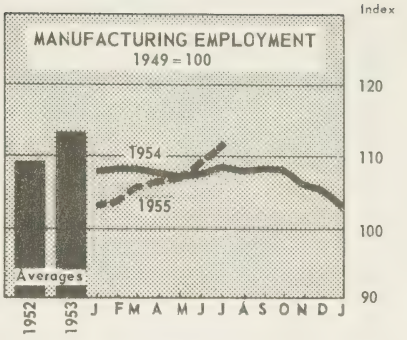
A more general strengthening of activity was evident in both outdoor and manufacturing industries. Agricultural work eased in the central provinces but approached a peak in the Prairies with the early harvesting of a bumper wheat crop. Heavy demands for farm help were partially met by the arrival of 1,000 harvesters from eastern Canada. However, in three localities, including the Edmonton metropolitan area, a general labour shortage still existed at the end of the month.

No let-up has been discernible in the pace of construction activity. The value of building permits issued in the first seven months of this year show widespread gains, and substantial increases in the value of contracts awarded suggest that construction will be well maintained during the remaining months of this year. The number of housing units begun during the first seven months of 1955 was 21 per cent greater than last year, and preliminary information shows that a further year-to-year rise took place during August. At the beginning of July, employment in the larger construction firms was 5 per cent higher than a year before. At the beginning of September twice as many construction job vacancies were listed with the National Employment Service as a year earlier, while applicants for construction jobs totalled only two-thirds of the year-earlier figure.

The buoyant demand for logs, both for the West Coast lumber industry and the eastern Canada pulpwood industry, has provided an additional impetus to employment. Higher levels of residential construction increased the demand for lumber from the Pacific region in both the United States and the Canadian markets; total lumber shipments for the first five months of the year from this region were 24 per cent greater than in the same period in 1954. Demand for pulpwood has also been substantially higher and both the value of production and of exports were running about 6 per cent higher than last year. The demand for both lumber and pulpwood has kept employment levels in the logging industry about the same or higher than a year earlier.

Production and sales of automobiles continued to be one of the main sources of strength in manufacturing. The industry entered the

model change-over period with sales at a new record and little evidence of any substantial slackening in demand. Approximately 12,000 workers were released during August because of the change-over, bringing Windsor and Oshawa into the labour surplus category. It was expected, however, that the lay-off period would be considerably shorter than in 1954.



Industrial employment statistics for July confirm area reports that increased hiring in manufacturing has become quite general in the past few months. A comparison between current and year-earlier figures in various industries reveals that almost without exception employment gains are larger than a month or two earlier and decreases are smaller. In primary iron and steel, for example, employment at July 1 was 15 per cent greater than in July 1954, whereas at June 1 the year-to-year gain was 11 per cent. Similarly, employment in the aircraft industry was 6 per cent lower than a year earlier in July, whereas a month earlier it was 8 per cent lower. Textile employment showed a rise of 8 per cent over the preceding year and employment in the clothing industry rose above the year-earlier figure for the first time in two years.

Labour Income

The strength of consumer purchasing power has been one of the more important forces behind the recent recovery of business activity, just as it helped to minimize the recession in 1954. Other factors, such as the increased demand for materials from the construction industry, export trade or inventory accumulations, have perhaps had a more direct influence in particular firms. In almost all industry groups, however, recent production and employment gains have been stimulated by the rising levels of domestic sales. Expectations of further increases in retail sales were supported by estimates of national income for the second quarter of this year, which show a 7-per-cent gain in personal income over the previous year.

Much of this increase results from gains in labour income and it is interesting to note that this sector of the national income continued to rise almost without pause during the past two years in spite of the business downturn. The explanation of this is that labour income is made up of three different components: the number of workers employed, hours worked and hourly earnings. Consequently, when all these elements move in the same direction, the change in labour income is magnified and conversely, when one or even two of these elements decline, total labour income does not necessarily fall. During the past ten years, in fact, gains in hourly earnings have usually outweighed any changes in employment or hours worked. Last year, for example, the increase in average hourly earnings was large enough to offset declines of 1 per cent in employment and roughly 2 per cent in hours worked.

This general statement is of course not true of every industry. By and large, gains in labour income last year were concentrated in the primary and service groups of non-farm industries. Available statistics suggest that about one-half of the increases in mining, finance and insurance and the service industries was attributable to higher employment, the remainder resulting from wage increases. The increase in labour income in trade was relatively small and was almost entirely the result of wage increases; only about 15 per cent was attributable to employment gains.

Labour income in manufacturing fell during 1954 by about $67 million, or 1.5 per cent. This amount was the net result of an increase of some $70 million attributable to higher hourly earnings, a decrease of $104 million attributable to lower employment and a decrease of $33 million attributable to a shorter work-week[1]. In construction, labour income declined by $22 million; this was entirely the result of lower employment. Average hourly earnings in this industry went up about 3 per cent, but the influence of this in the income total was just equal to the loss incurred by a shorter work-week. Labour income in the transportation industry suffered a loss of about 3 per cent in 1954, the result of a substantial reduction in employment only partially offset by increased wages.

The composition of labour income in the first half of 1955 presents quite a different picture from that outlined above: in most industries the work-week lengthened when compared with the first half of 1954, and employment was higher or only slightly lower. Total labour income, therefore, rose at an accelerated rate, the gain for the first six months being 6 per cent, compared with no change from 1953 to 1954. Almost one-half of the 6-per-cent gain was attributable to higher employment.

The construction and manufacturing industries provide an interesting contrast. Labour income in construction rose by an estimated $34 million, or 9 per cent, in the half-year comparison. An approximate estimate indicates that this sum was made up of the following components: employment, $38 million; hourly earnings, $2 million; hours, minus $6 million. In manufacturing, labour income in the first six months was almost two billion dollars, and increase of some $61 million from the comparable period in 1954. In this industry, however, increased hourly earnings accounted for roughly $41 million, the largest part of the total. An increase in hours worked accounted for a further $29 million. Employment, which was still slightly lower than in the first half of 1954, was responsible for an income loss of $9 million.

[1]Estimates of labour income components by Economics and Research Branch, based on DBS figures.

Labour-Management Relations

COLLECTIVE bargaining between August 15 and September 15 resulted in a substantial number of agreements. Most of the new contracts provided wage increases of modest amounts and improved fringe benefits. Although bargaining was often of long duration, strikes have been few.

The Branch's annual survey of working conditions shows a number of important changes in conditions of employment in manufacturing at April 1955, compared with the previous year. A summary of the findings is given below.

Collective Bargaining

Automobiles– A strike deadline was called in five plants of General Motors of Canada, Limited, for September 19. This action follows several months of efforts by the company and the United Automobile Workers (CIO-CCL) to agree on a wage increase, a form of guaranteed annual wage and many changes in working conditions. More than 15,000 workers are involved.

Textiles– A number of textile firms, located mainly in Western Ontario, have been engaged in bargaining with unions during the past two months. Employees are represented principally by the Textile Workers' Union of America (CIO-CCL) and also by the United Textile Workers of America (AFL-TLC). In some cases, wage increases are being sought but at a number of the mills the unions appear to be concentrating on fringe benefits.

Several important labour-management contracts were signed recently in the industry. An agreement between Canadian Cottons, Limited, covering plants at Cornwall and Hamilton, and the Textile Workers' Union of America (CIO-CCL) makes improvements in health and welfare benefits. Wage rates were not changed except for some maintenance workers. The same union and the Wool Combing Corporation of Canada, with plants at Galt and Acton, also agreed to an improved hospital and medical plan and to no change in wage rates; a similar agreement was negotiated with the Monarch Knitting Company, Limited, for its plants at St. Catharines, Ajax and Dunnville. Following a strike of more than a month's duration, the Holeproof Hosiery Company of Canada, Limited, and the TWUA agreed to a new contract under which wage rates remain unchanged.

Metal Fabricating – The United Steelworkers of America (CIO-CCL) is carrying on negotiations with a number of steel fabricating plants in Ontario. In several cases differences have been referred to conciliation services, as provided under the Ontario Labour Relations Act. Recently, the union reached agreement with the English Electric Company of Canada, Limited, and the John Inglis Company, Limited, for plants at St. Catharines, Toronto and Scarboro. Provision was made for correcting wage inequities and the parties agreed to explore jointly during the life of the contract several aspects of working conditions.

Extended negotiations resulted in a two-year agreement between the Aluminum Company of Canada, Limited, and workers at its Kitimat

operations. The employees are members of ten AFL-TLC unions represented by the Allied Aluminum Workers' Council. Wage increases of from 4 to 7 cents per hour, as well as several other contract changes, were agreed upon.

Construction – Several agreements were recently signed in the construction industry; the largest of these was between the Montreal Builders' Exchange and unions represented by the Montreal Council of Building Trades Syndicates (CCCL) and the Building and Construction Trades Council (AFL-TLC). Most of the agreements signed recently are to be in effect for two years and provide wage increases of about 10 cents an hour.

Bushworkers – On behalf of approximately 15,000 woodsmen employed in Northern Ontario, the Lumber and Sawmill Workers' section of the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) is engaged in bargaining with 21 pulp and paper companies. The union requested a 10-per-cent increase in wage rates, increased vacations and statutory holidays, and changes in overtime regulations and other conditions of employment. At the time of writing, the dispute was reported to have been referred to the conciliation services of the Ontario Government.

Other Bargaining – During the latter part of August a board of conciliation held meetings with representatives of Canadian Westinghouse Company, Limited, and the United Electrical, Radio and Machine Workers of America (indep.). Further meetings were postponed until after the middle of September. The board was appointed after the parties failed to agree about union demands for a wage increase and other contract changes on behalf of more than 4,500 workers employed in Hamilton.

A collective agreement signed recently by representatives of Canadian Vickers, Limited, and the National Metal Trades Federation (CCCL) brings to a close many months of negotiation and conciliation and follows agreements recently concluded in other shipyards in Quebec (L.G., Aug., p. 890). The new agreement provides wage increases totalling 8 cents an hour and other benefits.

A strike of employees of Canadian Overseas Telecommunication Corporation was averted with the assistance of a federal mediator. All matters in dispute were settled except a proposal for a wage increase, which is being referred to arbitration. Employees are represented by the Canadian Overseas Telecommunications Union (CCL).

A strike of seamen on the West Coast came to an end on September 3, when, with the assistance of a mediator appointed by the Federal Government, a two-year agreement was reached between Union Steamships, Limited, and the Seafarers' International Union (AFL-TLC). The seamen received a monthly increase of $19.00, spread over two years. This amounts to an hourly rise of 11 cents. The company also agreed to contribute 20 cents per day per man to a welfare fund.

Fruit and vegetable packing plant workers in the Okanagan Valley went on strike August 25 and returned to work September 10 when an agreement was signed by the Federation of Fruit and Vegetable Workers (TLC). Wages were increased 5 cents per hour for hourly-rated employees and 5 per cent and 4 per cent for female and male piece-rate workers respectively.

Future Bargaining – Although agreements affecting non-operating employees on the railways do not expire until the end of the year, the unions have made known their intention of seeking an increase in wage rates, a health and welfare plan and improvements in statutory holiday provisions. Bargaining for the 145,000 employees will not, however, get under way until November.

The Canadian Section of the United Rubber Workers of America (CIO-CCL), at a recent meeting in Toronto, drew up plans for forthcoming bargaining in the rubber industry. It is reported that the union will seek wage increases, a guaranteed annual wage and other gains.

Working Conditions Survey

According to the survey of working conditions in April 1955, the 40-hour 5-day week is continuing to gain ground in Canadian manufacturing plants. Its increased prevalence during the past year has been largely accounted for by shifts from hourly schedules of between 40 and 45 per week to 40-hour schedules. The proportion working longer than 45 hours per week showed no appreciable change in 1955. The distribution of plant employees in manufacturing according to their standard work week is shown in the accompanying table.

Standard Work Week	Percentage of Plant Employees Covered by Survey		
	April 1955	April 1954	April 1953
40 and under	57.9	52.8	43.3
Over 40 and under 44	11.5	13.9	15.3
44	6.8	7.7	10.1
45	11.2	12.5	15.4
Over 45 and under 48	1.8	1.7	2.0
48	7.1	7.2	9.6
Over 48	3.7	4.2	4.3
On 5-day week	83.9	82.5	78.5

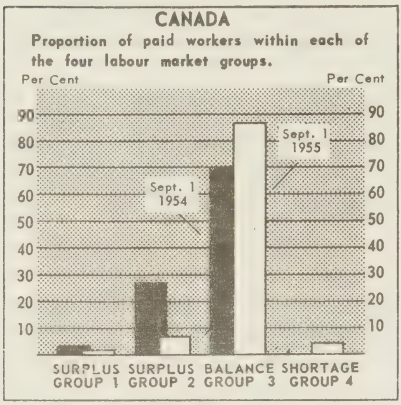
An increase is also shown in the prevalence of annual vacations of three weeks. In 1955, 44 per cent of the employees surveyed were in plants where a three-week vacation was granted after 15 years of service; two years ago the proportion was only 29 per cent. Almost 7 per cent of the employees were in plants that grant four week's vacation, a higher proportion than in any preceding year.

The survey revealed little change with regard to paid statutory holidays, eight being the most common number. Four-fifths of the employees covered were working in plants granting six or more paid holidays.

About nine-tenths of the workers were employed in plants paying time and one-half for overtime and 69 per cent were in plants paying differentials for shift work.

More than 60 per cent of the employees were in establishments having pension plans. About 86 per cent were in plants with group life insurance, and the same proportion in plants where hospitalization and surgical benefits were available. Physicians' services in hospital and physicians' home and office calls were reported covered by plants employing 70 and 45 per cent of the employees respectively. Cash compensation for loss of wages due to illness was reported by plants employing about three-quarters of the plant workers.

Manpower Situation in Local Areas



DEMAND for labour continued to increase in most areas across the country during August. However, employment appeared to be approaching the seasonal peak and fewer areas were reclassified than in previous months. Of the 109 areas examined, 13 were reclassified during August: six from moderate surplus to balance, four from balance to shortage, one from balance to substantial surplus and two from balance to moderate surplus. At September 1, 98 areas representing 91 per cent of the total wage earners were in the balance or shortage categories, compared with 69 areas representing 69 per cent of wage earners a year earlier.

The employment increase was more widespread this year than last, as is demonstrated by the larger number of balanced areas in the minor as well as the metropolitan and major industrial categories. At September 1 this year, only about half as many metropolitan and major industrial areas were in the surplus classifications as a year earlier and no minor areas were in surplus, compared with 16 at the same date last year.

In Edmonton, the only metropolitan center with a general labour shortage, all industries have been expanding this year but the most serious labour shortages appear to be of engineers, construction and oil exploration workers. Four minor areas were also in the shortage category; one in the Pacific, two in the Prairies and one in Ontario. On the other hand, temporary reductions in activity caused three areas to be reclassified from balance to surplus categories during August. Reduced automobile production in preparation for model changes brought Windsor and Oshawa into surplus. In Lac St. Jean, the announcement of a large-scale expansion at the Aluminum Company plant initiated an increase in registrations although employment was continuing strong.

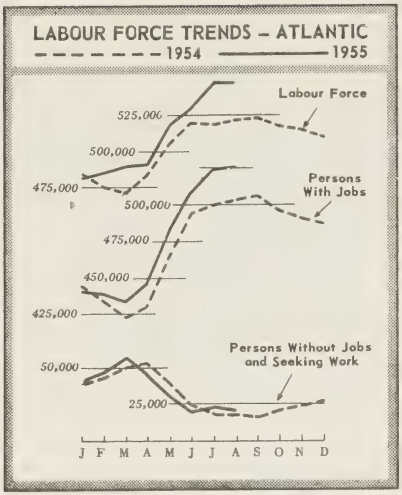
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Sept. 1 1955	Sept. 1 1954	Sept. 1 1955	Sept. 1 1954	Sept. 1 1955	Sept. 1 1954	Sept. 1 1955	Sept. 1 1954
Metropolitan	1	1	–	2	9	8	1	–
Major Industrial	–	1	10	19	17	7	–	–
Major Agricultural	–	–	–	1	14	13	–	–
Minor	–	–	–	16	53	40	4	1
Total	1	2	10	38	93	68	5	1

* See inside back cover April *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, September 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←		Calgary Hamilton Montreal Ottawa – Hull → QUEBEC–LEVIS → ST JOHN'S Toronto Vancouver – New Westminster Winnipeg	→ EDMONTON
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural activity)		Brantford Corner Brook Cornwall Farnham – Granby LAC ST. JEAN ← New Glasgow OSHAWA ← Saint John Sydney Trois Rivières	Fort William – Port Arthur Guelph Halifax Joliette Kingston Kitchener London Moncton Niagara Peninsula Peterborough Rouyn – Val d'Or Sarnia → SHAWINIGAN FALLS Sherbrooke Sudbury Timmins – Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)			Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Thetford – Megantic – St. Georges Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)			Bathurst Beauharnois Belleville – Trenton Bracebridge Brampton Bridgewater → CAMPBELLTON Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kamloops Kentville Lachute – Ste. Thérèse Lindsay Listowel Medicine Hat Montmagny → NEWCASTLE North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie → PRINCE GEORGE Prince Rupert Quebec North Shore Rimouski Sault Ste Marie Sorel Ste. Agathe – St. Jérôme St. Hyacinthe St. Jean Stratford St. Stephen St. Thomas Summerside Truro Valleyfield Victoriaville Walkerton Woodstock, N.B. Woodstock – Ingersoll Yarmouth	→ SIMCOE Swift Current → TRAIL – NELSON → WEYBURN

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



A SLIGHT increase in employment and a corresponding reduction in unemployment occurred in the Atlantic region during August. Non-farm activities were entirely responsible for the increase in jobs, the over-all expansion being somewhat more than seasonal. Coal mining, transportation equipment and iron and steel manufacturing showed some improvement during the month, although employment in these industries was still lower than a year earlier. The surplus of coal miners was partly reduced following the referral of 115 rock drillers to the Quebec Hydro-Electric Commission at Labrieville, Que. Logging and construction employment remained quite stable during the month at higher levels than last year. At August 20, the total number of persons with jobs was estimated at 526,000, an increase of 2,000 over the previous month and 23,000 over August 1954. Despite the year-to-year increase in the number of persons with jobs, unemployment remained about the same as a year earlier because of a substantial increase in the labour force.

The upswing in employment was greater during the spring and summer months this year than in the same period in the preceding two years. In the five months ended August 20, the total number of persons with jobs increased by 94,000, compared with increases of 81,000 and 66,000 respectively for the comparable periods in 1954 and 1953. A notable feature of the economic situation during recent months was the general improvement in markets for rough pulp, lumber and pit props. A heavy construction program was largely responsible for stronger local demands for long lumber, which in turn stimulated sawmilling activity. Overseas markets for lumber and pit-props also showed a marked improvement compared with 1954. Trade establishments, generally, reported a very busy season, staff requirements being larger than last year. This was partly a reflection of the high employment levels in logging and construction and partly the result of an active tourist season.

Three local labour market areas were reclassified during the month from the moderate labour surplus category to balance. At September 1, 1955, the classification of the 21 areas in the region was as follows: (last year's figures in brackets): in balance 17 (11); in moderate surplus 4 (10).

Local Area Developments

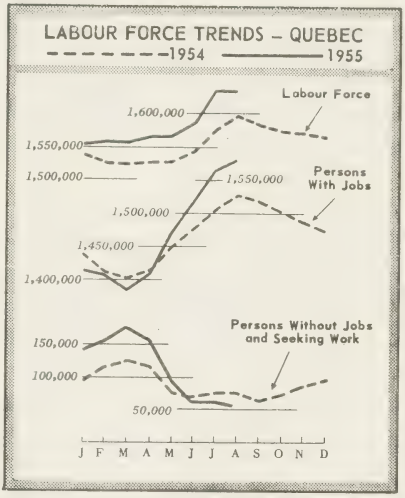
St. John's (metropolitan). Reclassified from Group 2 to Group 3. Employment increased by about the usual amount during August. Most outdoor activities were more active than a month earlier but the gain in any one industry was small. Fairly large numbers of construction workers were

still unemployed at the end of the month as employment in this industry was slow in reaching its seasonal peak. Total employment in the area was slightly higher than a year earlier.

Campbellton and Newcastle (minor). Reclassified from Group 2 to Group 3.

QUEBEC

EMPLOYMENT in the Quebec region showed a further seasonal increase during August as agricultural and construction activities continued to expand. Labour requirements also rose in manufacturing at the end of the vacation period. Reflecting strengthened labour demand, the labour market was balanced for most trades by the end of August, although a few shortages developed in the more active seasonal occupations. The number of persons with jobs in Quebec rose to 1,578,000 at August 20, a gain of 11,000 over the previous month and 56,000 over August 1954.



Employment in the region increased by 194,000 from March to August, compared with 121,000 and 115,000 respectively in the corresponding periods of 1954 and 1953. An unusually active construction program was the main reason for greater activity this year, although employment also increased markedly in manufacturing. Textiles in particular expanded and seasonal declines in clothing and shoe manufacturing were smaller than usual. Employment in the aircraft and shipbuilding industries, after declining for some two years, was again increasing. Forestry operations were also carried out on a larger scale than last year.

The classification of three areas in Quebec changed during August; two moved from moderate surplus to balance and one from balance to the moderate surplus category. At September 1, 1955, the classification of the 24 areas in the region was as follows (last year's figures in brackets): in balance 21 (10); in moderate surplus 3 (14).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Increased labour needs in manufacturing this summer, compared with the past two years, were reflected in a steady decline in unemployment, especially among textile and metal workers. In addition, labour requirements were heavy in construction and other seasonal industries. A few labour shortages had developed in the construction and clothing industries.

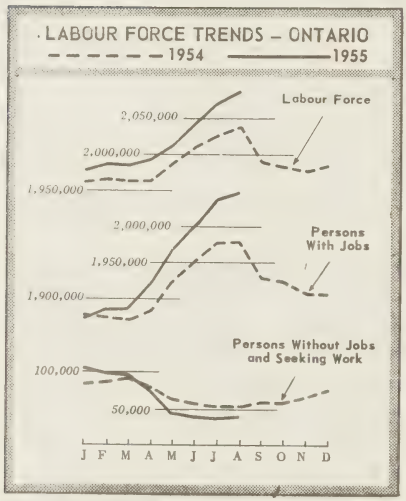
Quebec-Lévis (metropolitan). Reclassified from Group 2 to Group 3. The increase in employment has been gradual this summer and, as a result, labour surpluses existed in the area until late in the season. Some

employment increases occurred in shipbuilding and shoe manufacturing during the past few months. Operations in both industries, however, continued at lower levels than a year before. Construction was very active, especially in the residential field.

Lac St. Jean (major industrial). Reclassified from Group 3 to Group 2. Registration of construction workers rose sharply in anticipation of proposed building activities at the Aluminum Company of Canada plant at Isle Maligne.

Shawinigan Falls (major industrial). Reclassified from Group 2 to Group 3. The approximate balance in over-all labour demand and supply resulted mainly from an increase in construction. Manufacturing activities, particularly textile and shoe manufacturing, had not yet regained the level of the previous year.

ONTARIO



EMPLOYMENT continued to expand in Ontario during the early part of August but by the end of the month appeared to have reached the seasonal peak. At August 20, the total number of persons with jobs in the region had reached 2,048,000, an increase of 161,000 during the preceding five months; in the comparable periods in 1954 and 1953, employment rose by 107,000 and 125,000 respectively. Increased manufacturing activity was largely responsible for the larger employment gains in the region this year but there was also a steady increase in the forestry, trade and service industries and in construction. Shortages of some types of labour and in particular of construction and farm workers were reported from many local areas during August. On the other hand, layoffs in the automobile industry in preparation for model changes, which mainly affected Windsor and Oshawa, resulted in a slight over-all increase in unemployment.

During the month, employment changes resulted in the reclassification of three labour market areas; one from balance to substantial surplus, one from balance to moderate surplus and one from balance to shortage. At September 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in shortage, 1 (0); in balance, 29 (21); in moderate surplus, 3 (11); in substantial surplus, 1 (2).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. The end of the vacation

period brought most industries back to capacity production by the beginning of September. Steel production was at a record level with employment at the Steel Company of Canada at an all-time high. Agricultural implement manufacturing was the only industry operating at a reduced level. Bricklayers, carpenters, concrete workers and skilled clothing and textile workers were in short supply.

Ottawa - Hull (metropolitan). Remained in Group 3. The employment situation changed little during August. Construction workers were still scarce as the building boom continued.

Toronto (metropolitan). Remained in Group 3. Most industries had returned to full production following holiday closures. The radio, television and secondary textile industries hired some additional staff. Bricklayers, carpenters, cement finishers, plasterers, and plumbers were in short supply.

Windsor (metropolitan). Reclassified from Group 3 to Group 1. Layoffs for model change-over in the automobile industry began during August. Employment in all other industries was steady. The demand for women for fruit picking and canning was heavy.

Cornwall (major industrial). Remained in Group 2. The steady influx of workers for jobs on the St. Lawrence Seaway kept the volume of registrations at a rather high level even though labour demand was very strong.

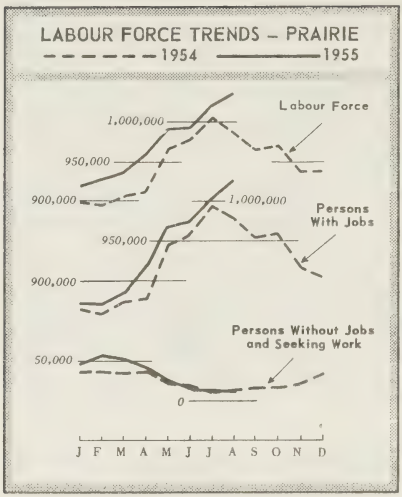
Oshawa (major industrial). Reclassified from Group 3 to Group 2. The automobile industry was reducing staff in preparation for model changes. All other industries continued to be busy and some shortages of experienced farm hands, draftsmen, time study men, electricians, plumbers and steamfitters still existed.

Sudbury (major industrial). Remained in Group 3. The mining, logging, lumbering and construction industries have all been operating at near peak capacity this summer with the result that virtually all available labour has been utilized.

Simcoe (minor). Reclassified from Group 3 to Group 4. The supply of transient help for the tobacco harvest was very limited this year and although some help was being obtained from other areas, the shortage of workers for the tobacco harvest continued.

PRAIRIE

FURTHER employment expansion occurred in the Prairie region during August. Sizeable additions to the labour force prevented widespread labour shortages but supplies of farm workers, construction tradesmen and professional engineers were tight in some areas. Labour requirements appeared to be approaching their seasonal peak by the end of August; in each of the preceding two years the peak was reached in July. Farm help particularly was in heavy demand during the month as a result of a better-than-average grain crop, which was being harvested somewhat earlier than usual. The arrival during August of 975 eastern harvesters, however, eased the situation.



In the non-farm sector, employment continued at a higher level than a year earlier as oil exploration and development, construction and related industries continued expanding. At August 20, the total number of persons with jobs was estimated at 1,025,000, an increase of 19,000 from July 23 and 50,000 from August 21, 1954. In the preceding five months, the number of persons with jobs increased by 143,000, compared with 101,000 and 77,000 respectively for the same periods in 1954 and 1953.

Unemployment declined sufficiently in two areas to bring them into the labour shortage category during August. At September 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in shortage 3 (1); in balance 17 (19).

Local Area Developments

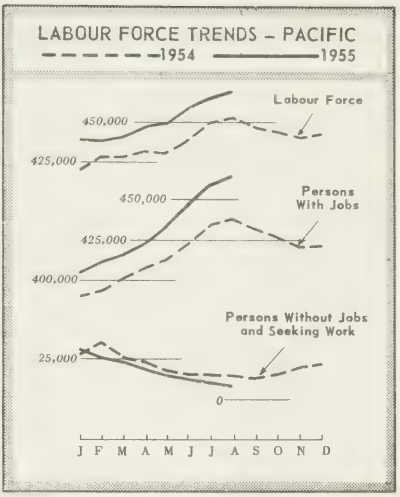
Calgary (metropolitan). Remained in Group 3. By the end of the month this area approached the shortage category. In almost all occupations the supply of suitable workers was scarce but grain harvesting was the only one in which the shortage was acute. Vacancies either exceeded or about equalled registrations for employment from bricklayers, painters, plasterers, engineers, draftsmen, clerks, service workers and metalworkers.

Edmonton (metropolitan). Reclassified from Group 3 to Group 4. Labour shortages developed during the month largely because of intensified activity in the construction industry; bricklayers, carpenters, cement finishers, plasterers and construction labourers were in short supply. The supply of sawmill workers was insufficient to meet local requirements because of more lucrative employment available in the B.C. mills and in local construction and oil mining. Female stenographers, typists and service workers were scarce and there was a definite shortage of farm help for the grain harvest.

Winnipeg (metropolitan). Remained in Group 3. Unemployment continued to decline in this area as a result of a general increase in activity. While labour shortages developed in a number of construction trades, there was no evidence of building projects being behind schedule for this reason. Wholesale and retail trade establishments were very active during the month; sales of farm and industrial machinery, hardware, lumber and builders' supplies were notably higher than a month earlier.

Regina (major agricultural). Remained in Group 3. This area approached the shortage category as demands for construction and farm workers continued to increase.

Weyburn (minor). Reclassified from Group 3 to Group 4. Suitable construction workers were scarce in this area.



EMPLOYMENT in the Pacific region during August reached the highest level in recent years and unemployment was as low or lower than during any August since 1951. The logging, sawmilling and construction industries contributed most to the expansion of employment but the manufacturing and trade and service industries also continued to hire more workers. Shortages of key skills existed in many of these industries. In the week ended August 20, an estimated 464,000 persons had jobs, 6,000 more than in July and 26,000 more than in August 1954. Employment during the preceding five months increased by an estimated 50,000, compared with 36,000 and 17,000 respectively in the corresponding periods of 1954 and 1953.

Logging camps and sawmills, aided by strong demand for logs and lumber, continued to operate at close to capacity. Manufacturing activity increased, and employment increased in some sectors such as machine shops, woodworking plants, foundries and sheet metal plants. Industries allied with construction, notably cement and paint, were onfull production schedules. Construction employment continued to increase. According to DBS reports, the total value of contracts let so far this year was considerably higher than in the same period last year. The salmon catch, however, was lower than last year. Rail and road transportation were very busy and the expansion of electricity and telephone facilities continued.

During the month, two labour market areas were reclassified, one from the moderate labour surplus category to balance, and one from balance to shortage. At September 1, the classification of the ten areas in the region was as follows (last year's figures in brackets): in shortage, 1 (0); in balance, 9 (7); in moderate surplus, 0 (3).

Local Area Developments

Vancouver – New Westminster (metropolitan). Remained in Group 3. The employment situation continued to improve. Logging and sawmilling establishments continued to operate at high production levels and shortages of skilled labour existed in both industries. Manufacturing employment increased during the month, being some 6 per cent higher than a year earlier. Fruit and vegetable canneries were operating at capacity. The demand for construction workers was strong and ocean shipments of grain required additional longshoremen.

Victoria (major industrial). Remained in Group 3. Employment continued to be considerably higher than a year earlier; shortages of skilled workers existed in several of the metal and construction trades. All industry groups recorded some employment increases over the preceding month and marked increases over the preceding year.

Trail–Nelson (minor). Reclassified from Group 3 to Group 4.

Prince George (minor). Reclassified from Group 2 to Group 3.

Current Labour Statistics

(Latest available statistics as of September 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Aug. 20	5,772,000	+ 0.6	+ 3.2
Persons with jobs	Aug. 20	5,641,000	+ 0.9	+ 4.2
At work 35 hours or more	Aug. 20	4,980,000	+ 3.9	+ 4.5
At work less than 35 hours	Aug. 20	303,000	+12.6	− 5.0
On short time	Aug. 20	31,000	+40.9	−11.4
Usually work less than 35 hours	Aug. 20	186,000	+ 7.5	+ 5.7
Other reasons	Aug. 20	86,000	+16.2	−20.4
With jobs but not at work	Aug. 20	358,000	−32.2	+ 8.5
Laid off full week	Aug. 20	9,000	+50.0	−35.7
Other reasons	Aug. 20	349,000	−33.2	+10.4
Paid workers	Aug. 20	4,307,000	+ 1.9	+ 6.4
In agriculture	Aug. 20	142,000	+ 1.4	−20.7
Non-agricultural	Aug. 20	4,165,000	+ 1.9	+ 7.7
Persons without jobs and seeking work	Aug. 20	131,000	−12.7	−25.2
Registered for work, NES (b)				
Atlantic	Aug. 18	22,882	−11.1	−11.3
Quebec	Aug. 18	57,959	−11.2	−24.3
Ontario	Aug. 18	76,230	+ 7.6	−25.6
Prairie	Aug. 18	22,929	−17.3	−11.8
Pacific	Aug. 18	17,788	−18.2	−25.8
Total, all regions	Aug. 18	197,788	− 6.4	−22.4
Ordinary claims for Unemployment Insurance benefit	Aug. 1	140,017	−10.9	−25.9
Amount of benefit payments	July	$8,947,552	−29.3	−29.9
Industrial employment (1949=100)	July 1	114.9	+ 3.1	+ 2.9
Manufacturing employment (1949=100)	July 1	111.4	+ 1.9	+ 2.4
Immigration	1st six months	58,417	—	−31.9
Industrial Relations				
Strikes and lockouts — days lost	August	92,525	—	+18.1(c)
No. of workers involved	August	6,442	—	+ 1.3(c)
No. of strikes	August	25	—	−13.1(c)
Earnings and Income				
Average weekly wages and salaries	July 1	$60.87	+ 0.2	+ 3.2
Average hourly earnings (mfg.)	July 1	$1.45	− 0.3	+ 2.5
Average hours worked per week (mfg.)	July 1	40.9	− 0.3	+ 1.0
Average weekly earnings (mfg.)	July 1	$59.35	− 0.5	+ 3.5
Consumer price index (av. 1949=100)	Aug. 1	116.4	+ 0.3	− 0.5
Real weekly earnings (mfg. av. 1949=100)	July 1	122.7	− 0.6	+ 3.7
Total labour income $000,000	June	1,091	+ 4.0	+ 8.1
Industrial Production				
Total (average 1935-39=100)	June	275.7	+ 4.0	+ 9.2
Manufacturing	June	282.3	+ 2.8	+ 8.6
Durables	June	334.4	+ 1.5	+10.5
Non-Durables	June	248.9	+ 4.0	+ 7.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.
(b) See inside back cover, April *Labour Gazette*.
(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Unemployment Insurance Act in Effect Oct. 2

Canada's new Unemployment Insurance Act, which affects millions of workers and employers, comes into effect on October 2. The new Act is the first major revision of the original legislation passed in 1940.

Among scores of changes, the new Act raises to $30 from $24 a week the amount of benefit an unemployed married person may draw in the top wage category. The ceiling for single unemployed is raised to $23 from $17.10.

The qualifying conditions have been changed and in some respects made easier.

The provisions governing the minimum and maximum duration of benefit have been changed. The non-compensable day has been eliminated and the conditions under which a claimant, while receiving benefit, may earn casual, subsidiary or short-time earnings have been made more equitable.

Supplementary benefits have been integrated with ordinary benefit and called "seasonal benefit".

Under the old Act a claimant earned entitlement to one day's benefit for each five days' contribution in the previous five years, less one-third of the benefit days taken in the previous three years. This provided a minimum of six weeks' benefit and a maximum of one year (51 weeks with the deduction of the waiting period). Because of the one-third deduction, normal entitlement could be reduced or even wiped out if the claimant had made many previous claims.

The minimum under the new Act has been increased to 15 weeks while the maximum period of entitlement was reduced to 36 weeks. But this does not mean that 36 weeks is the maximum period during which a claimant can draw benefit. Under the new provisions regarding allowable earnings, if he earns more than the prescribed amount during a week while he is on claim, his benefit will be reduced to some extent, his income being maintained through partial benefit and partial earnings. As a result, the duration of his potential benefit will be extended.

For a more detailed account of the revisions in the Act, see THE LABOUR GAZETTE for May, pp. 569-574.

Yearly Increase, No GAW In IUE-GE 5-Year Pact

A five-year contract providing for successive annual wage increases but without the guaranteed annual wage was signed last month by the International Union of Electrical Workers (CIO) and the General Electric Company in the United States.

A clause in the five-year agreement permits a re-opening of the contract in 1958, at the end of the third year, for a 30-day review of employment security matters. However, a company statement indicated that there would be scant hope—even then—for a change in its opposition to guaranteed wage plans.

Covering 80,000 to 100,000 electrical workers, the new agreement provides for:—

A general annual wage increase of 3 per cent for each of the first three years with a minimum hourly increase of 4½ cents an hour. In the fourth and fifth years the increase will rise to at least a minimum of five cents an hour.

A new "catastrophic" health plan, covering serious and prolonged illness at home or in hospital.

An improved pension program under which workers' contributions will drop from 2 to 1 per cent of earnings this year. By October 1, 1958, there will be no contributions for the first $4,200 of earnings and contributions on pay over that amount will be reduced to 3 per cent.

An escalator cost-of-living plan, computed quarterly with a floor based on the September 1955 consumer price index of the Bureau of Labor Statistics.

A system of special increases for higher classified day workers and salaried workers.

James B. Carey, IUE President, called the agreement the highest settlement ever negotiated between the Company and the Union in one contract. He estimated it would add at least 40 cents an hour to employee payrolls over the five-year period. The Union has already estimated the present average hourly wage in the company at $1.93.

An estimated 868,000 Canadians, 16 per cent of the civilian labour force, had jobs in agriculture last year compared with 1,178,000 (25 per cent) in 1946 and 1,364,000 (30 per cent) in 1939.

61650—2

Guaranteed Wage Plans Adopted by More Firms

A guaranteed annual wage plan, reported to be the first to affect industrial workers in Canada, was announced by the United Steelworkers of America (CIO-CCL) on August 15 following completion of negotiations with the Continental and the American Can companies in the United States. The two companies employ 1,000 workers in this country who will now become eligible for wage payments for up to 52 weeks in a year if laid-off, although doubt has been expressed whether Canadians can receive payments from employers during layoffs and collect unemployment insurance at the same time.

Murray Cotterill, Director of Public Relations for the Steelworkers in Canada, said the agreement fixes a ceiling of $46.80 a week unemployment pay with an additional $2 for each dependent up to four. The $46.80 ceiling includes any benefits provided by unemployment insurance, which will amount to a maximum of $30 a week under the revised Unemployment Insurance Act which will come into effect in Canada this October (see above).

Mr. Cotterill further announced that the agreement provides for alternative means of payment where needed under unemployment insurance Acts. Should a ruling be made against dual payments, the company contribution will be paid in a lump sum when the employee is rehired or when his unemployment insurance benefits expire.

The new agreement, in providing for 52 weeks of benefit for any one layoff for workers with three years of seniority and whose average hours during the preceding 52 weeks have fallen below 40, exceeds by 26 weeks the guarantee obtained by the United Auto Workers (CIO) in the automobile industry. In addition, the beginning of payments under the scheme is not dependent upon the sanction of the various state legislatures and unemployment insurance agencies as is the case with the Auto Workers' plan.

As the new agreement now stands in the United States, its operation is contingent upon an Internal Revenue Service ruling that employer contributions are not deductible for tax purposes and a Department of Labor ruling that no part of the contribution shall be included in the employee's regular rate of pay. Workers in the two companies will be eligible to receive payments in October 1956.

Among the other agreements concluded recently which provide for some form of wage guarantee are the following:—

Between the United Auto Workers (CIO) and the American Motors Corporation in the United States, on August 10, to a plan which will provide idle workers with 60 to 65 per cent of their take-home pay for a maximum of 26 weeks. The company will allocate five cents an hour for each employee to a fund to supplement unemployment insurance benefits.

Between the UAW and the Automobile Tool and Die Manufacturers Association, concluded in Detroit, providing for a wage guarantee for 7,000 workers in 76 individual shops in the Detroit area.

In Philadelphia, between the UAW and the Budd Company, calling for a guaranteed wage estimated to be worth 20 cents an hour to each worker.

Between the UAW and the Dana Corporation in Ohio and four other states, on a lay-off plan, under the terms of a new three-year contract.

Between General Motors Euclid Division and the independent Road Machinery Workers Alliance, on layoff benefit plan similar to the Corporation's contract with the Auto Workers.

Similar three-year agreements including layoff benefit programs were concluded recently by the Auto Workers and the Caterpillar Tractor Company and the John Deere Company in the United States.

Three members of the Vancouver Street Railwaymen's Union (AFL-TLC) have gained what is reported to be the first yearly wage guarantee won by an American Federation of Labour union in Canada. The three employees, who work for the Canadian Car and Bus Advertising Ltd., are employed to put up advertising cards in buses and trolley coaches.

Under the terms of the agreement, which runs for 14 months, the employees are guaranteed their full weekly wage whether or not they are working.

Dept. Issues Two New Occupational Monographs

Two new monographs in the "Canadian Occupations" series have been issued. Each is accompanied by a pamphlet.

The new monographs, *Draughtsman* and *Welder,* describe the educational requirements, duties, training and employment outlook for those interested in draughting or welding. The pamphlets accompanying the monographs contain a digest of the same material.

Both monographs and pamphlets are available in English and French.

Publications in the series are prepared by the Department's Economics and Research Branch.

U.S. Employment Total At Record High in July

A record total, 64,995,000 persons were employed in July in the United States, the highest figure in the nation's history, according to a joint report issued by Secretary of Commerce Sinclair Weeks and Secretary of Labor James P. Mitchell. The report also noted a decline in unemployment to a total of 2,500,000, down 200,000 from June and almost 1,000,000 compared with July last year.

Increase "Unmatched"

In establishing the employment record, July showed a gain of about 1,000,000 above the previous peak, established in June, and 3,000,000 above July 1954. The report emphasized that "the rate of employment increase during the last five months has not been matched since the post-war reconstruction period of 1946".

The report highlighted the fact that since February, some 5,000,000 persons have been added to the employment total compared with an average spring and summer increase of 3,000,000 in the 1947-54 period. Nearly all the job increase between June and July took place in non-agricultural activities.

The number of employees on manufacturing payrolls, some 16,000,000, held steady over the month as continued expansion almost offset the effect of vacation shutdowns. Since January, the employment increase has added more than 500,000 workers to factory payrolls, the largest January-to-July rise since 1950.

United Mine Workers Win $2-a-Day Raise

A new one-year wage contract covering 125,000 of the 200,000 miners in the soft coal mines of the United States that grants the workers a $2-a-day pay increase was signed August 20 by John L. Lewis, President of the United Mine Workers of America and Harry M. Moses, head of the Bituminous Coal Operators Association. The agreement, which took effect September 1, provides for an immediate 15-cent-an-hour wage increase and an additional ten cents an hour payable April 1, 1956.

Six days later the UMW signed a similar contract with Southern coal producers covering 40,000 miners.

Anthracite Mines

Although a similar contract is said to be in prospect for owners of anthracite mines, there were reports that they would be offered a modified version as the anthracite mines are still in a depressed condition and, it is said, would be unable to afford a wage increase of the size accepted by the soft coal segment of the industry. It was because of the depressed condition of the whole coal industry that the Mine Workers did not seek a new contract in 1953 and 1954. Recently, however, the industry's production and the miners' productivity have risen.

Other provisions of the new agreement, which brings the miners' basic pay to $20.25 a day, include:—

Increases in vacation pay from $100 for ten days' holidays to $140 for 12 days.

Time and one-half for Saturday work regardless of whether work has been performed on previous weekdays as had been the case in the last contract.

Double time for Sunday work regardless of whether work will be performed on previous days.

Toronto Newsmen Win $115 Weekly Minimum

Reporters, photographers, artists and circulation department district representatives in the top experience classifications on the Toronto *Star* will reach a minimum salary of $115 a week on September 1 next year under the provisions of a new contracts signed at the end of July with the American Newspaper Guild (CIO-CCL). Retroactive for almost a year, the contract will run from September 1, 1954, to August 31, 1957.

Department editors will reach $151 a week by next September 1; sub-editors, $128. By the same date, all employees will be on a five-day, 37½-hour week. A 10-per-cent night differential will be paid and holiday and severance pay provisions will be improved.

Labour Income Reaches Record High in May

Canadian labour income in May was estimated at a record high total of $1,049,000,000, a gain of $36,000,000 over the preceding month's $1,013,000,000. The April-May increase this year exceeded that taking place between the two months in any year since 1950.

The May total was $69,000,000 or 7 per cent larger than the estimate for May 1954 and the cumulative total for the first five months of 1955—$5,046,000,000—was 5 per cent above last year's $4,793,000,000.

61650—2½

London Times Surveys Causes of U.K. Strikes

A study of the factors underlying six of Britain's recent strikes—newspaper, Yorkshire coal, Mersey tugboat, dockers, footplate men and seamen—does not suggest any general labour unrest, although serious particular problems were involved, according to the *London Times*.

The six strikes, which caused so much public concern and were the subject of a debate in the House of Commons, were carried out by fewer than 200,000 men.

Less Sympathetic Action

There was less sympathetic action by other groups of workers than was to be expected during the railway strike, the *Times* reports. In many other industries, notably engineering and building, wage settlements were reached this year with less trouble than for many years. The new wage structure in the mining industry was introduced with less friction than was feared. The total number of strikes in the first four months of this year, excluding miners, was little more than last year.

Although no general labour unrest was evident, there were common factors causing trouble in more than one industry, states the report. These included: inter-union rivalry, dissatisfaction with official union leadership, resentment at long hours, Communist influence, and decreased wage differentials for skilled workers.

U.K. Minister Comments On Industrial Disputes

Opening a debate in the British House of Commons, the Minister of Labour and National Service, Sir Walter Monckton, called for an upsurge of a feeling of responsibility towards the people as a whole and of the idea that man does not work for himself alone but for the good of the country and all who live in it. "You cannot," he said, "legislate for that feeling of responsibility."

The Minister's appeal followed references to this summer's unofficial railway and dock strikes.

On the more general front, Sir Walter expressed satisfaction that responsible leaders of the trade union movement were just as much troubled as was the Government by the increasing signs of irresponsibility in industry.

Referring to a suggestion that a secret ballot of trade union members be required before strike action, Sir Walter said: "There may be attractions about this but it is well to remember that such a provision would have no impact on unofficial strikes, nor would affect lawful obstruction by going slow or working to rule. And if a strike has been authorized by ballot, it may be more difficult for negotiators to settle on compromise terms."

The outlawing of unofficial strikes had been suggested. This, said the Minister, would "obviously raise difficult questions of penalties and enforcement.

"Then there is compulsory arbitration. This is a solution which seems to impinge on the right to strike." This and other suggestions, such as an inquiry into the whole system of industrial relations, he said, ought not to be "lightly accepted or lightly rejected".

The Government's current policy for improving industrial relations proposes to give encouragement to both the payment of proper rewards for extra skill and responsibility and to the introduction, where possible, of co-partnership and profit-sharing schemes. (The Chancellor of the Exchequer has already promised that the Inland Revenue Department will give technical help to any firm wishing to adopt a profit-sharing scheme to benefit its workers.)

"Give T.U.C. Authority to Settle Inter-Union Strikes"

Inter-union disputes ought to be settled by the trade union movement itself and the Trades Union Congress should be given the power to intervene in inter-union strikes, Charles Geddes, TUC Chairman, told an annual conference of a Congress affiliate.

"It ought to be an obligation on affiliated organizations to allow the TUC to intervene when it can be shown that the basis of the dispute is inter-union—and not only to intervene but to settle it," he said. "That is asking for powers for the TUC that affiliated organizations have never been prepared to grant. But, after all, the TUC is the trade union movement."

While he did not consider it a possibility, Mr. Geddes did believe that unless the trade union movement itself is prepared to accept its own obligations and find its own solutions, there would be complete justification for the Government taking action.

If affiliated organizations have, he said, to sacrifice some of the autonomy they now closely guard, it is not too great a sacrifice to ask in the difficulties which might face the trade union movement.

British Judge Condemns Inter-Union Strikes

Strikes arising out of disputes between unions were condemned by Lord Justice Denning at the annual conference of the Justices' Clerks Society at Richmond, England. To deal with such disputes, he advocated the setting up of impartial tribunals.

His Lordship said: "As a result of these disputes many innocent persons are injured and many lose work and wages without any fault on their part. Others are put to great hardship and inconvenience. The whole community is struck at. It is all very well to talk of the right to strike, but I know of no law which gives any man, or group of men, the right to strike at the community at large."

Such disputes should be resolved not by force of arms or force of strike, but by some impartial person or persons in whom the public had confidence, his Lordship said. In a civilized community these strikes should be settled as a matter of course by an impartial tribunal. "Justice should be extended in our day to this new range of disputes which looms so largely in the public eye."

June Housing Starts Up 67%, Completions 82%

Construction was begun on 21,021 new housing units in Canada in June, 67 per cent more than in June last year, when 12,586 dwelling units were started. As a result, half-year starts climbed to 57,997, up 25 per cent from the 46,398 started in the first half of 1954.

The number of new housing units completed in June showed an even sharper increase, jumping 82 per cent to 10,989 from 6,047 a year earlier. Half-year completions, at 52,228, were almost 26 per cent above 1954's first-half record of 41,572.

At the end of June, 75,684 units were under construction, an increase of 18 per cent over the 64,262 under construction at the end of June 1954.

* * *

During the first six months of 1955, Central Mortgage and Housing Corporation undertook to insure 28,062 loans amounting to $312,123,349 for 32,498 housing units. This is an increase of almost 45 per cent in the volume of housing units over the similar period of 1954, which set a record of 53,886.

Canadian Legion Urges Probe of Housing Costs

An immediate national inquiry into the "inflated cost of new homes" was called for by the Ontario provincial command of the Canadian Legion in convention on August 2.

The convention resolved that property should be made available for Veterans' Land Act and housing developments at reasonable rates, even if the Government had to expropriate land to do so. The convention also recommended that the National Housing Act be amended to provide mortgage funds at 3½ instead of 5¼ per cent interest, and that payments should be spread over not less than 35 years.

U.S. Housing Starts Decline in June

Non-farm housing starts in the United States declined seasonally in June to 129,000, the U.S. Bureau of Labor Statistics has announced. This was the highest volume for any June except in 1950 and 1951 and exceeded the June 1954 figure by 11 per cent.

In the first half of the year, 679,300 new non-farm dwelling units were started, 19 per cent more than the 569,500 units begun in the corresponding 1954 period but 4 per cent below the January-June volume in the record-breaking year 1950.

U.S. Makes it Harder To Purchase House

Credit terms in the United States on home purchases under federal mortgage guarantee programs have been stiffened. The action was described as a precaution against possible inflationary dangers.

The U.S. Federal Housing Administration and the Veterans Administration issued new regulations that require faster repayment of future home loans. In addition the Veterans Administration put a 2-per-cent down payment requirement into effect. The housing agency raised its down payment requirements proportionately. The maximum repayment period was reduced from 30 years to 25 under both programs.

The action, it was felt, reflected a growing concern in the Administration over the sharply rising volume of debt being piled up by United States consumers and homeowners.

AFL Teachers' Union Bans Racial Discrimination

Local unions affiliated with the American Federation of Teachers (AFL) will have their charters suspended by the parent body if they practise segregation. The Federation's convention in Fort Wayne, Indiana, August 15-19, decreed that all locals must end any segregation against membership by Negroes by June 1, 1956.

Investigating Teams

The Federation's executive council ordered a letter sent to a Birmingham, Alabama, local demanding that the words "white teachers only" be stricken from its constitution. In addition, the council decided to send organizing teams into the southern states to investigate the situation in locals and to help in programs for desegregation.

The teachers' organization also adopted a resolution calling for the repeal of the McCarran-Walter Act, which established the United States current immigration policy, and the review of the Refugee Relief Act.

The resolution declared that the immigration policy was highly discriminatory and made "second class citizens" of those naturalized. It asserted that the Relief Act had failed in its purpose to admit more than 200,000 refugees from the Iron Curtain within three years.

Canadian Mine-Mill Cuts Ties with U.S. Parent

Nels Thibault, formerly Vice-president of the Canadian section of the independent International Union of Mine, Mill and Smelter Workers, was elected President of the now autonomous labour organization at its seventh annual convention held in Rossland, B.C., July 18 to 21. Harvey Murphy, head of the 10,000-member British Columbia section of the union, declined to accept nomination in favour of Mr. Thibault.

Murphy Vice-President

Mr. Murphy was elected a Vice-president of the Canadian section and has moved to the Union's Toronto headquarters. His duties in British Columbia will largely be taken over by K. A. Smith, board member for the B.C. District.

William Kennedy of Sudbury, Ont., was also elected a Vice-President and William Longbridge of Calgary was named Secretary-Treasurer by acclamation.

The Canadian section of the labour organization voted for the right to govern itself as an autonomous union, divorced from its affiliation with the parent body in the United States, on May 24. At that time, Mr. Murphy announced that the only ties remaining with the 85,000 United States members would be fraternal.

The Union was expelled in 1948 from the Canadian Congress of Labour and the Congress of Industrial Organizations on the grounds of Communist domination. Canadian autonomy, it is reported, would mean that Mine-Mill members in this country will escape anti-Communist United States labour legislation.

Reorganization

Under the reorganization approved at the convention, the Union's regional districts were disbanded and Canada was divided into two districts. District One encompasses Western Canada, the Yukon and the Northwest Territories; District Two takes in the rest of the country.

During the four-day convention, the 100 delegates:—

Urged the establishment of a national health plan covering medical, surgical and hospital expenses.

Adopted a constitution for the new Canadian union.

Went on record endorsing the views of the late Albert Einstein and other scientists on the dangers of atomic weapons.

Many Records Broken In 1954, U.K. Reports

The year 1954 was in many respects a record-breaking one for the United Kingdom, according to the Ministry of Labour and National Service. The Ministry's annual report, recently published, shows that the level of the working population rose in November to 23,910,000, the highest ever recorded in peacetime.

Unemployment in November and December was the lowest in these months since the war. Productivity rose notably but the number of working days lost through stoppages of work due to industrial disputes also rose and was the highest in any year since 1945.

The level of earnings rose, as did also the weekly rates of wages and retail prices. The rise in prices was, however, slightly outstripped by the rise in average wage rates.

The expansion in employment was most marked in the manufacturing industries, chiefly engineering and the vehicles group, in retail distribution and in building and construction.

NLRB Reversed, Employer Needn't Disclose Finances

An employer need not show a union his financial records to support his economic reasons for resisting a wage increase, according to a decision of the Fourth Court of Appeals, Richmond, Virginia, that reversed a ruling of the National Labor Relations Board made in November 1954.

Court Comments

Commenting on the Board's order, the Court said: "The statute requires good faith in bargaining with respect to wages and other matters affecting the terms and conditions of employment" but "to bargain in good faith does not mean that the bargainer must substantiate by proof statements made by him in the course of bargaining. It means merely that he bargain with a sincere desire to reach an agreement." The Court believed "that it was never intended that the employer be required to disclose" confidential financial information to its employees "as an incident of collective bargaining. . . ."

U.S. Plan for Wage, Rent, Price Controls Now Ready

Tentative plans for administering direct controls over prices, wages, salaries and rents in the event of an emergency have been completed by the United States Office of Defence Mobilization, it was announced in Washington August 23. Drafts of such plans are being revised constantly to keep pace with the defence agency's preparation for an over-all scheme to meet mobilization situations.

In addition to planning for direct controls, the Office has been working closely with the Treasury Department and the Federal Reserve Board to improve preparedness in the area of indirect controls such as credit and other regulations.

U.S. Civil Service Ends Ban on Workers over 70

The United States Civil Service Commission announced August 19 a change in its regulations to permit persons over 70 years old to take regular federal jobs.

Under the old regulations such persons could receive only temporary renewable appointments of up to one year.

The Commission said that the change was made to conform to Congressional action lifting maximum age restrictions on federal appointments for this fiscal year, which ends June 30, 1956.



Presentation of a Canadian Congress of Labour charter to the new Quebec and District Labour Council. CCL Regional Director Philippe Vaillancourt (right) is shown above making the presentation to the Council President, J. P. Tessier.

Spurred by Automation, U.S. to Plan Job Training

A new job training program to help the United States keep step with the changing requirements of automation, technical developments and national defence is being planned by the U.S. Department of Labor.

Groundwork of the plan will be laid by E. R. Chappell, Training Manager of the Esso Standard Oil Company, who has been named special assistant to Secretary of Labor Mitchell.

The program, "Skills of the Work Force", has its roots in the postwar studies of labour force economists who foresaw that electronic developments would mean greater demand for technicians than could be met by present training facilities. Among the program's goals are the development of new ideas for strengthening the Labour Department's counselling and apprentice programs and the development of new programs to assist industry and labour in improving on-the-job training.

CIO Offers Plan to Aid Depressed Communities

A new U.S. Federal agency to develop public and private programs for relieving unemployment in "chronically depressed areas" was called for August 21 by the Congress of Industrial Organizations.

The official publication of the labour organization, the *CIO Economic Outlook*, offered a program to aid certain United States communities. The program called for special technical assistance, public works' loans to private investors and fast tax write-offs to firms building or expanding in such areas, government buying from stricken areas, retraining of jobless workers, extended unemployment benefits and pensions for older displaced workers.

Article in ILO Publication Discusses Colombo Plan

The efforts made by various governments, under the auspices of the Colombo Plan, to assist other countries to improve their living standards are cited as one of the most significant and encouraging phenomena of the post-war period, in an article published in the May issue of the *International Labour Review*, an ILO publication.

The Plan, which is described as a collection of development programs prepared by member countries in South and South East Asia rather than a specific plan, is discussed in the article under the following heads: Genesis of the Plan, Membership, Need for Development, Approach of the Plan, The Plan, Need for Foreign Assistance, Machinery for Providing Assistance, Contributions under the Plan, and Achievements.

Two Handicaps to Overcome

In attacking the stubborn economic problem of eliminating hunger and poverty, the article states, the Plan is designed to help the countries of the region involved to overcome their two principal handicaps of lack of adequate capital and shortage of technical personnel. Each member country is allowed complete freedom to carry out the planning and implementation of its own projects, the contributing countries supplying financial aid and technical assistance by arrangement with the country assisted. Development is concentrated on agriculture, transport and communications and electric power, which together account for more than 70 per cent of total outlay.

Plan's Strength

Owing to the rapid growth of population in the area, in terms of living standards the programs are expected to do little more than hold the present position; but their strength lies in that they prepare a sound foundation for further development and are expected to strengthen the internal and external financial position of the countries benefited.

Trucking Industry in U.S. Sets up Grievance Panel

A labour-management relationship experiment began August 17 in the long-haul trucking industry in the United States. It was the setting up of a union-employer panel empowered to rule on grievances arising under union contracts.

Sides to the panel procedure are Local 707 of the International Brotherhood of Teamsters (AFL); the Empire State Highway Transportation Association, Inc., which represents 250 long distance motor carriers operating from New York, and the Intercity Motor Carriers Association.

Four Members Each

Consisting of four regular members and four alternates from each side, the panel is empowered to arbitrate, with few exceptions, all controversies, disputes and grievances arising from or created by the labour contract. Should either side fail to abide by a decision it will forfeit its rights, while the other side can seek redress in court.

Hugh E. Sheridan, impartial chairman of the trucking industry, has been appointed arbitrator. He will cast the deciding vote if the secret ballot under which the panel members will vote shows a deadlock. A spokesman said the success or failure of the panel would depend on how often Mr. Sheridan was called to vote.

The agreement that created the panel provided that there shall be no strikes or lockout pending the arbitration of a dispute.

Côté Resigns Presidency Of Montreal Council

Leo M. Côté resigned as President of the Montreal Trades and Labour Council last month, following his appointment to the Quebec Labour Relations Board in succession to Marcel Francq.

Mr. Côté was formerly a local president of the Brotherhood of Railway and Steamship Clerks (AFL-TLC) and later organizer and business agent of the Sheet Metal Workers' International Association (AFL-TLC). A veteran labour negotiator and organizer, he first became actively identified with the labour movement through a Catholic syndicate.

Fewer Accidents in 1954, IAPA President Reports

Total work injuries reported by the Ontario Workmen's Compensation Board in 1954, with the exception of workers in the steel erection group for which figures were not available, numbered 90,510, J. H. Rutherford, President of the Industrial Accident Prevention Associations, told the Associations' 1955 conference. This compares with 100,182 in 1953 and 92,878 in 1952.

Chief Causes

Mr. Rutherford outlined briefly the agencies most closely allied with the accidents reported to the Associations and the percentage of accidents they account for as follows: handling materials, 31·5; slips and falls, 16·4; working machines, 14·2; and miscellaneous, 34·5.

During the conference, the 40th held by the Associations, delegates and observers participated in a series of safety demonstrations and discussion groups covering various aspects of industrial safety. Among the subjects covered in panel discussions were the following: "Accident Prevention in Plants Employing 200 or Less", "Occupational Vision", "Firepower", and "Help for the Foreman in Accident Prevention".

R. S. Bridge of the Ford Motor Company of Canada Limited, Windsor, was elected President of the Association to succeed Mr. Rutherford. Other officers for the coming year include: D. F. Hassel, Hamilton, First Vice-president; Murray Smith, Chatham, Ont., Second Vice-president; and N. E. Russell, Toronto, Honourary Treasurer.

Work Force Participation By Over-65s Will Decline

A further decline in labour force participation after age 65 even though people will spend more years in the work force as a result of added years was forecast at the 8th annual Conference on Aging held at the University of Michigan June 24 to 30. During the week-long seminar, experts on the problems facing the older person attended 24 workshops on various aspects of old age.

Other Conclusions

Among the other tentative conclusions reached by the research seminar were the following:—

The proportion of older persons in our society will probably remain at its present level until the end of this century.

Older persons can expect more leisure time for creative pursuits as national productive capacity expands in line with increased automation.

There is no immediate prospect for a dramatic rise in the total length of life but as the result of medical progress more of us will live into the older years.

Through the utilization of the team approach and co-ordinated community services, the period of hospitalization can be reduced from one-third to one-half.

As the problems of later years have their onset in middle-age, there is a need for increased focus on prevention and planning in the fields of health, income maintenance, use of leisure time, education and living arrangements.

Pressure on the part of older workers to remain in the labour force may be expected until it is possible to guarantee incomes and other meaningful roles.

The need for income maintenance will continue to be of primary concern and may be met from social security, private pensions and related benefits and to a limited extent from personal savings.

Family Units

The household pattern of three generation families has all but given way to the separate family unit.

Inter-generational relationships will become voluntary in nature as opposed to socially defined, legal or moral obligations.

Leisure will come to occupy a greater portion of our lives.

Many communities still need co-ordinated medical and social services to reduce the problems of institutional medical care and the costs of such care for the old.

Older persons can do much towards minimizing their own personal adjustment problems by contributing their services where they reside in co-operation and participation with all other age groups in helping to meet community needs.

Alberta Premier Names New Minister of Labour

In the biggest cabinet shuffle since his party came to power in 1935, Premier E. C. Manning of Alberta recently named four new ministers, raising the number in the cabinet from 12 to 13. Raymond Reierson, St. Paul, became Minister of Industries and Labour, in succession to N. A. Willmore, who took over the portfolio of Lands and Forests.

AFL Makes Survey of Office Workers' Work-Week

During the last two years about 45 per cent of office workers in 19 cities surveyed by the United States Bureau of Labor Statistics had regular hours of less than 40 a week. In New York City the proportion was 89 per cent, according to a compilation by the American Federation of Labor.

Among the workers outside the office nearly 9 per cent worked fewer than 40 hours; in New York City the figure was 19 per cent. The New York figure is affected by many workers being under contracts of the International Ladies' Garment Workers' Union, which have provided a 35-hour week for more than 20 years. They now provide a 35-hour week for more than four-fifths of the union's national membership.

The shorter work-week is usually 35 or 37·5 hours. Percentages among workers having less than a 40-hour week were as follows: 3 per cent less than 35 hours, 28 per cent 35 hours, 18 per cent more than 35 but less than 37·5 hours, 39 per cent 37·5 hours, and 12 per cent more than 27·5 but less than 40 hours.

In non-manufacturing industries studies, more than 22 per cent of the workers had schedules of less than 40 hours, compared with 11 per cent in manufacturing.

Conventions of Provincial Labour Federations

19th Annual Convention, Newfoundland Federation of Labour (TLC)

Criticisms of provincial cabinet ministers for ignoring questions from organized labour when its annual brief is presented to the Government highlighted the 19th annual convention of the Newfoundland Federation of Labour (TLC) held in Cornerbrook, July 18 to 23. A resolution approved by the 66 delegates in attendance empowered the Federation executive to call on Premier Smallwood personally to get action on this point. It was stated that action on seven different topics is still awaited from the government agencies and departments concerned.

Administration of the provincial Shop Act was attacked in an executive report which charged that "the furore created by the legislative gymnastics . . . under this vexatious law continues unabated while the Federation still awaits a reply from the Minister of Provincial Affairs on the subject". Delegates endorsed a committee report calling for a full study of the Act and empowered the executive to try and obtain a final answer as to what action should be taken.

W. W. Gillies, Newfoundland Representative of the Retail Clerks International Association (AFL-TLC), charged that employers were finding loopholes in the present Shop Act and were taking advantage of them. Delegates were urged to study and suggest improvements in labour legislation for submission to a newly formed review committee established by the Federation.

An increase in the guaranteed price of fish for fishermen was urged by the labour body in a resolution adopted by the delegates. Federation President F. W. Chafe referred to a recent unsuccessful attempt to have the fishermen affiliate with labour and stated that a wedge seemed to have been driven between fishermen and shore workers by fish merchants and other business people.

The convention urged an amendment to the Unemployment Insurance Act whereby unemployment benefits would be scaled in relation to the number of dependents of the recipient.

The convention also:—

Expressed concern with the number of applications of revocation of certification that have been filed with the Labour Relations Board in the past few months. The situation was attributed to carelessness on the part of union members and the anti-union attitude of some employers.

Approved adoption of a list of union-produced goods for the guidance of Federation members.

1st Annual Convention, Nova Scotia Federation of Labour (TLC)

Labour unity took another step forward in Canada on June 20 when the Nova Scotia Federation of Labour (TLC) approved a resolution calling for its executive to work out merger plans with its Canadian Congress of Labour provincial counterpart "with the greatest degree of autonomy and independence". More than 75 delegates representing workers in 22 local unions and three district councils met

in Halifax, June 20 to 21 for the Federation's first convention since its founding last June (L.G., Aug. 1954, p. 1111). The Federation also proposed that work be commenced on a joint presentation of labour's annual brief to the Nova Scotia Government next winter.

Following the resolution approving merger talks between the two labour bodies, Sid Oram, President of the Nova Scotia Federation of Labour (CCL), announced that immediate steps would be taken in an effort to bring about amalgamation. He said that he saw no reason why a single provincial federation could not be formed "within several months". Referring to the proposed presentation of a brief to the provincial Government, Mr. Oram said: "Joint presentation of the brief is a nice idea, but I would rather see us united before then; and I think that may be arranged."

The CCL Federation head expressed confidence that the trade unions under his jurisdiction, including the steel and coal locals of the Sydney district, favoured the "complete organic unity" of the two federations. He cited Nova Scotia as the easiest place in Canada for a TLC-CCL merger, pointing out "the long reign of industrial peace and harmony which has prevailed here".

Claude Jodoin

A study of the guaranteed annual wage is being carried out by the Trades and Labour Congress of Canada, delegates to the two-day convention were told by Congress President Claude Jodoin, who was one of the guest speakers. Mr. Jodoin warned that the guaranteed annual wage "won't be easy to get in some industries but it will be thoroughly studied". He added that when such a wage is obtained, it will mean much more security for workers.

The TLC head said that labour's major aim is to obtain as much security as possible for the workers through negotiations. He added that much had already been done in this field but pointed out that labour still needed improved legislation, a national health plan, labour unity throughout Canada, the guaranteed annual wage, collective bargaining rights for civil servants, and full employment.

In his review of labour's aims, Mr. Jodoin urged the Federation to become as strong as possible so as to have more influence with the provincial Government. "Work out your problems, then go to the Government with your proposals," he advised. "You can be sure you will always get at least a hearing".

Premier Henry Hicks

Labour was called the partner of management in the economic and industrial life of the country by Premier Henry Hicks, who said that the workers comprised the province's most valuable asset. He said that labour must recognize its power, authority and responsibility in economic affairs and continue to prosper.

Mr. Hicks said that in Nova Scotia, "with few exceptions", excellent relations prevailed between labour and management. "This makes up for some of the disadvantages of Nova Scotia's being so far from central markets," he added.

The Premier said that good labour-management relations must continue so as to benefit the province economically. He urged both to be aware of this and to do nothing that would disturb this harmony.

Resolutions Adopted

Resolutions adopted by the convention called for:—

Repeal of the Fishermen's Federation Act of Nova Scotia, which denies fishermen the right to belong to a *bona fide* trade union organization.

Increased promotion by the provincial Government of the tourist industry.

Autonomy of Canadian workers from "domination or control" from outside countries.

Provision by the city of Halifax and the province of Nova Scotia of adequate facilities to house and train retarded children.

Extension of protection under the province's Factories Act to cover construction projects.

Several amendments to the Workmen's Compensation Act including: reduction of the waiting period from five to one day following an accident; coverage of all trade union employees and payment on the basis of a maximum of three-quarters salary instead of two-thirds; benefits to be based on an annual wage of $3,600 instead of the present $3,000.

A provincial public works program for the unemployed.

Provincial aid for housing and slum clearance.

Collective bargaining rights for civil servants.

Labour legislation similar to that in force in other provinces.

A subsidy of not less than $300 a ton on new fishing craft.

Minister of Labour Reviews Events of Past Ten Years

At Labour Day luncheon at Canadian National Exhibition, Mr. Gregg spoke about significance for Canadian labour of the postwar decade that ended with Labour Day 1955, the tenth since the end of the war

Hon. Milton F. Gregg, Minister of Labour, was the speaker at the Labour Day luncheon at the Canadian National Exhibition, Toronto. A partial text of his address follows:—

This is the tenth Labour Day since the close of the Second World War.

It marks the end of an unusual decade—one in which an uneasy peace has been punctured by war, and in which beneficial scientific progress has been marred by the threat of atomic destruction.

Considering what might have happened during the past ten years, it is fortunate that we are still here to think and talk about what did happen and find it not so terrible.

In any event, I propose to talk about the significance for Canadian labour of the postwar decade just finished.

In view of the great number of labour leaders here present, the obvious thing to begin with is trade union membership This has increased since 1945 from less than 800,000 to well over one and a quarter million.

These are important figures, for they indicate the extent to which labour's organizing activities have succeeded and they represent one index of its new-found strength.

But numbers do not tell the whole story. To understand why organized labour has begun to exert a major influence at every level of the Canadian community, other important developments must be considered.

During the early postwar years, trade unions for the first time gained recognition and acceptance in many previously non-unionized Canadian industries. The result was to place the movement as a whole in a new position of economic stability—a position in which consideration could be given to something more than survival.

Since that time, a steady broadening of activities has taken place. In recent years, many Canadians have been impressed by labour's concern for broad community problems at home and the interest it has taken in international affairs as well.

Canadians have also been impressed by the emphasis the unions have placed on educational and research activities, which in my opinion adds to the vigour of trade union democracy and the effectiveness of collective bargaining.

Further evidence of the development of the labour movement is to be found in the decisive steps that have been taken towards organic unity. Recent events point towards an early amalgamation of the Trades and Labour Congress and the Canadian Congress of Labour. Formation of the new Congress will highlight labour's accomplishments in recent years and may mark the beginning of a new era for Canadian labour.

It does seem to me that there has also been in this past decade some quite valuable improvements in the relationship between labour and management. For this, much of the credit must go to the many trade union leaders and representatives of management who, from years of experience with each other, have gradually learned how to approach in a realistic way the complex problems of collective bargaining.

Some credit must go to the press and the other media of communication which have made it possible for the Canadian people to grow in their understanding of the place of collective bargaining in a democratic society.

Most helpful, too, in improving the labour-management relationship were the laws developed during the period, patterned after the Canadian Wartime Labour Relations Regulations introduced in 1943.

Without certification of bargaining agents, compulsory collective bargaining and the required use of prescribed forms of conciliation, it would have been very difficult in the relatively few years since then to develop the stability in industrial relations that we now enjoy.

One other characteristic of the postwar period has been the unprecedented improvement in living standards. In 1945, few of us would have been prepared to predict the important gains that have since been made.

The decade has not been without its ups and downs. At times, there seemed to be a danger that the improved standards gained would be destroyed by inflation. On other occasions there has been cause for concern about unemployment and the possibility of serious economic recession. However, we have managed to surmount each of these periods and go on to new advances.

The result, after ten years, is impressive. Real wages are higher, working hours are lower. In most industries, statutory holidays and vacations with pay are an established practice and a structure of benefits has been erected to protect workers against the hazards of industrial employment. Pension plans, group life insurance, hospital-medical schemes—these and other fringe benefits have given an impressive degree of security to the lives of many Canadians.

These gains have been implemented for the most part through collective bargaining between management and labour. Others have come about as a result of new and beneficial legislation.

None of us, however, should fail to appreciate that basically these social and economic improvements have been made possible only by greater industrial efficiency; increased productivity obtained by the co-operation of management, labour and other elements in the productive process.

As we face the second postwar decade, the average Canadian is better housed, better clothed, better fed and, if you consider television a good thing, better entertained than ever before. Furthermore, when our prospects for further economic developments are considered, it seems entirely probable that the average Canadian of 1965 will be even better off than we are today.

Future progress in this respect may well depend, however, on the course of international events. There is good reason to believe that it will become more and more difficult to maintain a set of circumstances in which poverty in one part of the world faces prosperity in another. If we in Canada, therefore, are interested in our own welfare, we would be well advised to continue looking beyond our borders.

It was for this reason that I did some close observation during my absence from Canada during the earlier part of this summer. The occasion for my absence was the annual conference of the International Labour Organization at Geneva. After it was over I had a chance to observe the working conditions and the industrial picture in several other countries.

But at ILO one does see the value of an occasional look beyond national borders. I was very proud of our team with its equal three-way representation of Canadian workers, of Canadian employers and of Canadian Government.

The fact that representatives from these three groups from 70 countries get together each year and reach some kind of conclusions on common problems is very important in itself.

The fact that the ILO, the only surviving organ of the old League of Nations now affiliated with UN, could receive in the last two years the Soviet group of representatives without seriously jarring the organization is important.

But more important perhaps is the permanent effect that such international collaboration has upon the delegates themselves and the reports and interpretations they are able to carry back home to those they represent. This applies across the board to the worker, employer and government representative.

Something similar might be said of the workers' own great international body with headquarters in Brussels: The International Confederation of Free Trade Unions. Through that instrument the free trade unions of the free world have dedicated themselves to the task of improving conditions amongst those who do the world's work everywhere.

Such bodies have had the fullest support of our Canadian workers. I extend my congratulations to union leaders here today for the part they have played in these efforts, whose final aim after all is world peace and security against tyranny and privation.

You have made these activities a most significant feature of the past decade. In

those few years they have borne good fruit in our own land, such as:—

A realistic attitude towards the threat of Communism.

A recognition of the interdependability of nations and of their peoples.

A strong public support for contributions to the development of countries who haven't had our good fortune.

A willingness to receive from many lands a large number of immigrants even when some present descendents of earlier immigrants were without jobs.

And the last that I shall mention of these samples of good fruit, but by no means least, is this:—The nation-wide revulsion in Canada—sparked by labour—against discrimination, in any form, because of race, colour or national origin.

These things are worth while.

In many ways, the development of organized labour in the past decade has been accompanied by a similar development in the nation itself. Our increase in population and production, our continued close association with both the British Commonwealth and the United States, and our willingness to share in the conduct of international affairs in the defence of the free world and in the breaking down of trade barriers, have won for us a new position of responsibility in the family of nations.

Evidence of this is not hard to find. For one thing, our intervention in UN, NATO or ILO discussions is almost always welcomed. When our representatives speak they are listened to with respect; and their suggestions are sometimes acted upon.

For another thing, Canadians are much in demand when it comes to tasks with serious international responsibilities and opportunities.

Here I might mention just a few: "Mike" Pearson, who gets in on all the international problems: Paul Martin on the Disarmament Conference: Dr. Keenleyside, who has been doing a competent job as UN Director of Technical Assistance; Major-General Burns, whose firm supervision of the Palestine truce has won wide acclaim; my own Deputy Minister, Arthur Brown, who has recently been elected to a high post in ILO, the Chairmanship of the Governing Body; and our Labour Attaché in Washington, Pat Conroy, who is doing a fine job in promoting good North-South relations in industry and labour.

In this connection I would like to make special reference to some 160 Canadians, from the Armed Forces and the Department of External Affairs, who are making a contribution to stability in a troubled part of Asia by assisting in the supervision of cease-fire agreements in Indo-China. Working under conditions that are found difficult, and carrying a heavy load of responsibility, they are doing a job that was by no means sought by Canada. Rather it was a case of Canada being asked by other nations to undertake this responsibility.

Some people seem to think that, during the past ten years, Canada has assumed a burden of international responsibility that is far out of proportion to the size of its population. Nothing, I think, could be farther from the truth. If we were going about this in a pushing cocksure fashion there would be real cause for criticism. But we are not: we approach it with humility and earnestness for we have everything at stake. Our population may be small but it has a great craving for the opportunity to carry out, uninterrupted, development of our resources for peaceful purposes.

Canadians would have as much to lose from another war as any people on the face of the earth. It seems to me only natural that they should be prepared to enter with vigour into the work of maintaining peace.

Canadian organized labour has made it very clear that it is so prepared.

It has never been easy work, as the events of the past ten years have shown. The recent change in Soviet attitude may mean a better future. It *may* mean that; but it may not. At the moment, any conclusion would be premature. We have had enough experience with the unpredictable fluctuations of Communist policy to know that things are not always what they seem.

In the circumstances, it would be courting disaster to abandon our policy of watchful preparedness. At the same time, we must make every effort to find solutions to the many problems that lie at the root of international tension.

It seems certain that, in their efforts to find the right formula, the leaders of the free world will need all the help and guidance they can get from their own people, individually and through their representative organizations.

It may well be that, because of labour's long experience with the dangers of Communism, and its early devotion to the ideal of international brotherhood, the labour movement can be in a particularly good position to provide the kind of guidance that will be needed.

I would ask you in the trade unions to keep this in mind as you move on into the second postwar decade. To a very large extent, the future may depend on the extent to which you meet the responsibilities you have as members of one of the most important institutions in one of the best countries in the world.

Cost-of-Living Wage Adjustment Formulas in Canadian Manufacturing

Comparatively stable living costs since 1952 have reduced number of escalator clauses. Percentage of workers in establishments making cost-of-living wage adjustments almost halved between 1952 and 1954

The comparatively stable living costs experienced in Canada since 1952 have had an effect on the number of "escalator" or cost-of-living wage-adjustment formulas in the country's manufacturing industries. The percentage of plant employees who were in establishments making cost-of-living wage adjustments was almost halved between 1952 and 1954.

A comparison of the percentage in 1950, 1951, 1952 and 1954, obtained from surveys by the Economics and Research Branch of the Department of Labour, is provided in the following table, which also lists the consumer price index for those years.

October 1	Percentage of plant employees in establishments having cost of living adjustments	Consumer Price Index
1950	18·1	105·9
1951	34·0	117·1
1952	32·0	116·0
1954	16·6	116·8

At October 1, 1954, there were 813 establishments in Canadian manufacturing which reported that they periodically adjusted wage rates in accordance with changes in the cost of living; there were 130,109 non-office workers employed in these establishments at that time. The number of manufacturing establishments covered by the 1954 survey was 6,664 with 784,159 plant workers.

In the survey conducted in October 1951, cost-of-living adjustments were reported by 1,573 manufacturing establishments or 23·6 per cent of the 6,670 covered by that survey.

A comparison of the proportions of establishments having such arrangements in 1951 and in 1955 shows a decline from 23·6 per cent to 12·2 per cent in the four-year period. Similarly, the proportion of employees in these establishments declined from 34·0 per cent to 16·6.

The cost of living adjustment provision, or "escalator clause" as it is frequently called when forming part of a written agreement, became significant in wage rate determination during the Second World War and in the post-war years.

Under the wartime price and wage control policy of the Government, Orders in Council were passed in 1941 and 1942 which provided cost-of-living bonuses. Basic wage rates were frozen but for each rise of one point in the cost-of-living index of the Dominion Bureau of Statistics a bonus of 25 cents per week could be added. The purpose was to provide against the increases in the cost of basic necessities. An increase of one point or of one per cent after adjustment of the index to the base August 1939 was given a value of 25 cents on the assumption that $25 per week was required to provide the basic necessities at that time.

In 1944 the payment of the bonus was discontinued and the bonus payable in respect of the cost of living was incorporated in wage rates.

In 1946 the government controls on wages and salaries were removed and their determination was returned to the processes of collective bargaining. The removal of wage controls was followed by large numbers of negotiations which resulted in increases in basic rates.

The removal of price controls was followed by increases in the cost of living. Measured by the consumer price index of the Dominion Bureau of Statistics, the cost of living rose 19·7 per cent in the six war years from September 1, 1939, to September 1, 1945. In the following five years the cost of living rose 38·7 per cent, having gone up 16·6 per cent in one year, 1947. During periods of rising prices the wage earner sought to protect his real earnings and since basic wage rates cannot be negotiated monthly, the cost-of-living adjustment was included in many agreements.

Prices reached their peak in January 1952, at which time the consumer price index (average prices for 1949=100) reached 118·2. Since that time, prices have

fluctuated only slightly, having actually dropped 1·2 per cent between that date and October 1, 1954, at which time the survey mentioned above was carried out. Stable or slightly declining prices have diminished interest in cost-of-living adjustments. This is borne out by the statistics given above.

In periods when prices are not fluctuating violently, the parties to wage negotiations prefer to base their claims upon factors other than the cost of living. Wage rates which are rigidly tied to price changes only make no provision for such factors as rising productivity, rising standards of living or competitive market conditions.

In a recent study of 245 written collective agreements which became effective between October 1, 1954, and March 31, 1955, and which are part of a sample of 1,000 agreements maintained in the Economics and Research Branch for analytical purposes, it was found that only 20 contained cost-of-living or escalator clauses whereby wage rates are periodically adjusted in accordance with changes in the consumer price index (L.G., July, p. 828). Of these, three had not previously contained such a clause. On the other hand, such clauses were omitted in eight agreements which had formerly contained them.

"Canada's Future Will Outstrip Remarkable Past" — J. D. Zellerbach

Canada's Future Will Outstrip its remarkable past, J. D. Zellerbach, leading United States industrialist and for a number of years United States employer representative on the Governing Body of the International Labour Organization, told a recent meeting of the Vancouver Board of Trade.

Mr. Zellerbach, President of the Crown Zellerbach Corporation, outlined the role of modern capitalism today as that of a social enterprise in which there is an ever-increasing sense of social responsibility.

In describing management's increased responsibilities to society and the public, Mr. Zellerbach said that trade unions play a necessary and often constructive role in industrial life, that business cannot pursue its own economic interests regardless of social consequences and that capitalism today has a real and effective conscience.

The United States industrialist listed business managers' three major responsibilities towards the new industrial society developing in North America as follows:—

They are responsible for providing consumers with the best possible goods and services at the lowest possible price.

They must provide maximum employment at fair wages and under good working conditions.

They must manage business affairs in accordance with the public interest.

He concluded his address by remarking: "Management's more enlightened outlook, in turn, has contributed to a significant growth of responsibility in most labour unions, for it is generally true that management today gets the kind of union it deserves."

James Barrie, Hamilton Labour Editor, Died Last Month

James Barrie, labour editor of *The Hamilton Spectator,* died suddenly on August 7. He was 44 years old.

Mr. Barrie was born in Kilsyth, Scotland, where he attended an academy until his family came to Canada when he was still a boy. He lived in Hamilton as a youth and attended school there until his family returned to Scotland in 1927.

In 1950 Mr. Barrie returned to Canada, going first to Vancouver as a reporter on the *Vancouver Sun.* He became associated with the *Spectator* just over four years ago.

Shortly after his return to Hamilton he began his daily column, "On the Labour Beat", giving it a tone almost unique in Canada.

"A ready wit, a strict regard for facts and a respect for impartiality won him many readers, particularly in trades union circles," the *Spectator* said of him.

Mr. Barrie had a variety of occupations before he entered newspaper work. Through study, done mostly at nights, he became a rapid shorthand writer, which, added to his wealth of knowledge in history, literature, geology and the technical aspects of photography, made him a valued reporter with the Kemsley newspaper group in Scotland.

50 Years Ago This Month

Large majority of Canadian metal trades workers still on ten-hour day in 1904. Of 62 localities surveyed, 51 reported ten-hour day, ten a nine-hour day and only one an eight-hour work-day for iron moulders

A ten-hour working day was still in force for the large majority of Canadian metal trades workers in 1904, the Department of Labour announced in an article on the hours of work, working conditions and wages in various industries throughout the country published in the September 1905 issue of THE LABOUR GAZETTE. In its survey of the metal trades the Department included the following occupations: iron moulders, iron workers, boiler makers, machinists, sheet metal workers, shipwrights, caulkers and blacksmiths.

Basing a section of its study upon localities in which iron moulders were active, the Department found that in 62 such areas, 51 reported a ten-hour day, ten reported nine hours and only one noted an eight-hour daily schedule. Workers who enjoyed the eight-hour day were confined almost entirely to the sheet metal industry; of 44 localities studied with respect to this group, 13 reported the eight-hour day.

During the period 1870 to 1904, the total number of wage increases in the metal trades amounted to 276, of which approximately 47 per cent were in Ontario and 25 per cent in Quebec. By years the largest number of increases took place in 1902 and 1903, more than 60 per cent of the total number of increases being reported in these years.

The following are the daily wages for blacksmiths in various centres in 1904 with the wage rates for 1889 in parentheses: Toronto, $2.25 ($1.25-$2.25); Saint John, N.B., $2-$2.50 ($1.50-$2); St. Hyacinthe, $1.50 ($8 per week); Kingston, Ont., $2.25 ($1.50-$2.20); and Halifax, $2.25-$2.50 ($8-$11 per week).

Between 1890 and 1904, the Department reported 16 changes regarding hours of work for blacksmiths. Of these, two were reductions of the working day from 11 to ten hours and six from ten to nine hours; all 16 introduced a shorter working period on Saturdays.

Referring to the decennial census returns the article reported an average individual annual wage for blacksmiths of $217.10. In 1880-81, this declined to $208.63 but by 1890-91 had increased to $264.08.

Taking the same census returns, the article noted that the top average annual wage in the metal trades was paid to employees in edge tool manufacturing and amounted to $386.06 in 1870-71. In 1890-91, the top average annual wage of $439.23 was paid to workers in the same industrial category.

In its month-end survey of the economy, THE LABOUR GAZETTE reported that employment in August was "more active" than in any previous month of the year. It cited the heavy western harvest, peak activity in mining, extensive construction and heightened railway developments as accounting for "a period of unprecedented activity".

Price increases in several staple commodities during August raised the cost-of-living, the GAZETTE reported. Among the items increasing in price were eggs, butter, cheese, sugar, meats, boots, shoes, linseed oil, wool and lemons. Price decreases were recorded for flour and potatoes.

The loss in working time due to trade disputes during August totalled 57,200 working days compared with 58,050 in July and 37,000 in August 1904. Approximately 2,257 employees in 16 establishments were affected by these disputes.

Eight new disputes began during the month, of which three were in the building trades, two in the printing trades and one each in the mining, metal trades and clothing industries.

Immigration for July 1905 continued at a high peak, 11,982 arriving compared with 11,464 in the same month in 1904. United States arrivals declined during the month by 479 compared with the same month a year previous.

Immigration in the fiscal year ending June 30, 1905, totalled 146,266, the largest ethnic group being English, 48,847 arriving during the year. Other ethnic groups in order of size were Scots, 11,744; Galician, 6,926; Russian Hebrew, 6,206; Irish, 3,998; and Italian, 3,473. Of the immigrants arriving during this period, 29 per cent came by way of the United States while the majority entered the country through Montreal, Quebec, Vancouver and Halifax.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during July. The Board issued three certificates designating bargaining agents and allowed the withdrawal of two applications for certification. During the month, the Board received eight applications for certification.

Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed employees employed by Abitibi Power and Paper Company, Limited, employed aboard the tug vessels *Abitibi, Magpie,* and *Kam* (L.G., Aug., p. 947).

2. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of employees of The British Yukon Navigation, Limited, Whitehorse, Y.T., comprising Petroleum Division and garage employees of the company (L.G., Aug., p. 946).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of red caps and red cap captains employed by Canadian National Railways at Winnipeg, Saskatoon, Edmonton, and Vancouver (L.G., Aug., p. 946).

Applications for Certification Withdrawn

1. National Association of Government Seafarers, Wharf and Yard Employees, applicant, and National Harbours Board, respondent (L.G., Aug., p. 947).

2. Transport Employees Association, applicant, and International Transport Service Ltd., B.C. Auto Carriers Ltd., and Peace River Transport Ltd., Whalley, B.C., respondents (L.G., Aug., p. 947).

Applications for Certification Received

1. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Southern Freightways Corporation Limited, Vancouver, respondent (Investigating Officer: G. R. Currie).

2. Association of Atomic Energy Technicians and Draftsmen, Local 165, on behalf of a unit of electronic instrument mechanics employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: H. Perkins).

3. United Steelworkers of America, on behalf of a unit of locomotive and car shop employees of Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: R. Trépanier).

4. United Steelworkers of America, on behalf of a unit of train order operators, dispatchers, or freight agents, employed by Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: R. Trépanier).

5. Canadian Air Line Dispatchers Association, on behalf of a unit of flight dispatchers and assistant flight dispatchers employed by Trans World Airlines, Inc., Gander, Nfld. (Investigating Officer: W. L. Taylor).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine and refrigerator engineers employed aboard barges operated by McInnes Products Corporation Ltd., Edmonton, on the MacKenzie River and tributaries (Investigating Officer: D. S. Tysoe).

7. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed aboard vessels operated by Northern Transportation (1947) Limited, Edmonton, on the MacKenzie River and tributaries (Investigating Officer: D. S. Tysoe).

8. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers aboard vessels operated by Yellowknife Transportation Company Limited, Hay River, N.W.T. (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian Pacific Transport Company, Limited (Canadian Pacific Railway Company), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

2. St. Charles Transportation Company Limited, Quebec, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

3. Eastern Canada Stevedoring Company Limited, Montreal (operation at Seven Islands, Que.) and United Steelworkers of America (Conciliation Officer: R. Duquette).

4. Shawinigan Falls Broadcasting Company Limited and St. Maurice District Radio Employees' Union (Conciliation Officer: R. Trépanier).

5. B.C. Coast Steamship Service (Canadian Pacific Railway Company) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Canadian Broadcasting Corporation and the International Alliance of Theatrical Stage Employees and Moving Picture Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. McCabe Grain Company Limited (seed plant), St. Boniface, and Local 338, Grain, Flour, and Seed Workers, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Nov. 1954, p. 1573).

2. Lake Shore Lines Limited, Lachine, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G., July, p. 823).

3. B.C. Coast Steamship Service (Canadian Pacific Railway Company) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie). (See above.)

Conciliation Board Appointed

1. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV), Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., Aug., p. 948).

Conciliation Board Reports Received

1. Canadian Overseas Telecommunication Corporation and Overseas Communication Union, Local 272 (L.G., May, p. 542).

2. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 509 (L.G., July, p. 824).

3. Canadian Pacific Air Lines Limited and Canadian Air Line Flight Attendants' Association (L.G., May, p. 542).

Settlement Following Board Procedure

1. Canadian National Railways (Atlantic including Newfoundland District, Central and Western Region) and Brotherhood of Locomotive Firemen and Enginemen (L.G., May, p. 542).

Strike Action Following Board Procedure

1. Canadian Pacific Railway Company (British Columbia Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1954, p. 1725). (Strike action affects United Steamships Limited only.)

Report of Board in Dispute between

Canadian Overseas Telecommunication Corporation
and
Overseas Communication Union

During July, the Minister of Labour received the reports of the Board of Conciliation and Investigation established to deal with a dispute between Local No. 272, Overseas Communication Union, and the Canadian Overseas Telecommunication Corporation.

The Board was under the chairmanship of the Hon. Mr. Justice Paul E. Côté, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. Andras, Ottawa, nominees of the Corporation and Union respectively.

There were three separate reports submitted and signed by the Chairman, Mr. Meighen and Mr. Andras.

The texts of the three reports are reproduced below.

The Board of Conciliation herein was composed of the Hon. Mr. Justice Paul E. Côté, Montreal, Chairman; Mr. T. R. Meighen, QC, Montreal, nominee of the Corporation; and Mr. A. Andras, Assistant Director of Research of the Canadian Congress of Labour, Ottawa, nominee of the Union.

In the Board's estimation, the following were the issues raised by the Union's request which called for special consideration and appropriate recommendations by its members:—

(a) Deletion of the exception clause in the expired contract favouring present employees with fifteen or more years of service who are non-Union members.

(b) Establishment of the standard five-day, forty-hour week in lieu of the present average of forty-hour work week, and as a corollary thereof, payment of the same premium for Saturday work as now provided for Sunday work to all employees without exception.

(c) Introduction of a 50-cent evening shift differential and increase from 50 cents to a dollar of the existing night shift differential.

(d) A general increase of $20 a month in the salary scales ($30 for engineers and technicians).

Report and Recommendations of the Board:

1. *Duration of contract*

The revised collective agreement should be for a period of two years and extend from October 1, 1954, to September 30, 1956.

(Mr. Andras, however, makes his agreement conditional upon the inclusion in the contract of the Board's recommendations on wage increase, night shift differential and Sunday premium pay.)

2. *General wage increase*

While the Board concurs in the Corporation's submission that Union's claim for a general increase in wages cannot be justified by any appreciable increase, during the past two years, in the costs of living or in the demands of the job on the men, it must recognize that another factor is worthy of consideration in appreciating an issue of this kind, namely, the prevailing rates of pay in comparable industries. In the dispute under consideration, however, the basis of comparison is difficult to establish because, as it was stressed by the Corporation, the latter is the only Canadian-owned international telegraph agency operating in the country. This situation should not, however, preclude a Board of Conciliation from assessing the relative position of the level of wages at issue in the general economy of the country. In this connection, the Board cannot disregard the trend which has been sustained by collective bargaining throughout the last year or two, towards reasonable increases in wage rates.

In this particular instance, the employer, although denying any merit to the Union's claim, has shown willingness to make concessions in exchange for a two-year contract. The Corporation would therefore be prepared to grant a 3 per cent general increase as from October 1, 1954, and an additional 2 per cent as from October 1, 1955.

The Board is of opinion that this offer is a reasonable one under the circumstances and does recommend the terms thereof.

3. *Shift differential*

The Board recommends a 25-cent addition to the night shift differential.

4. *Work week*

This is a demand which has been recurring in negotiations between the parties since the first conciliation board was constituted in 1951. Under present conditions, the staff has eight consecutive hours of work each day, aggregating a 37½-hour week for two consecutive weeks due to the fact that the men are not paid for the half-hour meal time. In the third week each man has to put up an extra 7½-hour day to complete 120 hours of work for an average of 40 hours of effective work per week.

It is not without interest that the Board has taken cognizance of the following excerpt from the report of the conciliation board of 1953 in this regard:

> The elimination of this extra day appears to be an objective of the company. In their memorandum, they refer to the impossibility of making the change "for the time being". Nevertheless, the Board was impressed by the difficulties of staffing such a change without substantial additional overtime payments. The Board recommends no change in the contract on this point.

In its memorandum to our Board, the Corporation seems to have discarded any intention or possibility that it may ever take the initiative of promoting any adjustment which would meet the Union's repeated demand. Such is at least the interpretation that one may gather from the following statement made in their brief:

> The work week shall consist of five working days in seven (Sunday excluded). The present forty-hour week works to the advantage of all and should be retained in the interests of all.

The Board is willing to recognize that the implementation of a reform of the kind advocated by the Union would present serious difficulties in an enterprise such as the one concerned. On the other hand, the desire of the Union is in line with a definite trend which has marked labour-management negotiations in recent years. This would tend to indicate that labour has realized the existence of a definite advantage for the men in the assurance of two consecutive days off in any week of employment. In an ever increasing number of plants, management has recognized the justice of a claim of this kind.

As the Corporation is now in the process of considerably enlarging its business, the Board is of the opinion that this matter should rest for another period of time. As a substitute therefor, it has given favourable consideration to and does make the following two recommendations:—

5. *Double time on Sunday*

At present the agreement provides that all listed tours of duty performed in all

stations except at Yamachiche and Drummondville shall be paid for as follows: time and one-half of the regular salary rate for the first eight hours and double time for any time worked in excess of eight hours.

As the staff on duty on Sundays is a skeleton one, it is considered that the Corporation's increased costs would only be of a minor significance if it were to pay double time for any work performed on Sundays and the Board therefore does so recommend.

6. *Escape clause for 15 years' service employees*

The Board recommends that the following amendment be made to Art. 1 (5c) of the existing agreement in order to bring this provision more in line with the letter and intent of the other provisions relating to union security, namely: that reference should be made to employees having fifteen or more years of service at the date of this contract, rather than to "present" employees of the Corporation, in the classification of non-union members who shall not be subject to the other provisions of said Section 5.

The Board further recommends that the matter of the single shift bonus at Yamachiche be kept in abeyance for the time being.

Finally, the other matters raised in the Union's request for revision, which have a non-monetary character, have either found a satisfactory measure of agreement with the Corporation, or they are of such a nature as to likely receive an appropriate solution through further negotiations between the parties. The Board recommends accordingly.

Respectfully submitted,

(Sgd.) Paul E. Côté,
Chairman.

Montreal, this 21st day of July, 1955.

REPORT OF UNION NOMINEE

I regret that I cannot join with my colleagues in some of the recommendations they have made. My position is set out as follows:—

Duration of Contract

I concur in a two-year contract ending September 30, 1956.

General Wage Increase

I concur in a two-step wage adjustment but not in the amounts recommended. I do not think that increases of 3 per cent and 2 per cent are adequate under the circumstances. I believe the Union has made a case for a more substantial adjustment which the Corporation has not successfully refuted. I would also like to suggest, with much respect, that the Corporation's willingness or otherwise to increase wages is not of itself a criterion of the merit of the increase or of its size.

I believe my colleagues are quite correct in pointing out "the trend ... towards reasonable increases in wage rates". The question is, of course, what is reasonable. I believe that the pattern of increases since the last agreement between the parties, the increases currently being negotiated and the prospects of continuing increases in the foreseeable future make the suggested 3 per cent and 2 per cent less than reasonable. More appropriate, that is, more reasonable in my opinion, would be the following, which I recommend:

1. a 5 per cent increase for all classifications to be effective as of October 1, 1954;

2. a 3 per cent increase for all classifications to be effective as of October 1, 1955; and

3. an increase in the rates of the engineering group, over and above the foregoing in the amount of $10 a month.

I feel I must make some reference to the Corporation's persistent attitude that rates of pay must be tied to changes in the consumer price index. I strongly oppose such an attitude and believe furthermore that it is contrary to public policy. It would be disastrous to the well-being of this country if the standards of living of its workers were to be frozen to their present levels by tieing wages to the cost of living as measured by the index. The fruits of increased productivity would not be shared by those who help to produce it, the consuming power of the workers would be reduced relative to the increased wealth of Canada's industrial output, and the markets would be glutted with the mass-produced goods that would have no buyers. This Corporation should recognize the social and economic merits of the so-called improvement factor as so many other employers have done.

Shift Differential

I concur.

Work Week and Double Time on Sunday

I have lumped these two items together since they are related in these proceedings.

I do not see the point of delaying the introduction of the consecutive five-day week for an indefinite period. The Corporation has had this demand before it for some years now. It is perfectly well aware that such a work-week is standard in a

very large number of industries and establishments, including those which like itself are a continuous operation. The railways are a case in point. Obviously the changeover to a consecutive five-day week will involve some problems and difficulties. No one would deny that. But they are not insuperable. There probably will be some additional costs as well but this too must be faced as inevitable. It will be up to this Corporation to use its managerial skill so that any possible increased costs are minimized. It is my understanding that already work schedules are in effect which permit employees to enjoy two consecutive days off fairly frequently.

I therefore recommend a consecutive five-day week, Monday through Friday inclusive. To permit the Corporation time to make necessary adjustments, I recomment furthermore that this work-week take effect as of October 1, 1955.

I do not consider double time on Sunday as a satisfactory substitute for my recommendations. While I do not object to this added premium for Sunday work I would be prepared to see this specific recommendation withdrawn in favour of those I have made here.

Escape Clause for 15 Years' Service Employees

I concur in this recommendation except that I do not see why it should be conditional upon acceptance of or as a substitute for any other recommendation. This recommended contract change should stand on its own feet. It has merit since it will reduce friction between employees, between the Union and the employees, and between the Union and the Corporation. Even with the change suggested, this Union will continue to enjoy less security than other unions have obtained in recent years. I recommend the suggested change without it being conditional on the recommendation regarding the work-week. I recommend further that it take effect as of October 1, 1954.

Other Changes

I concur in the recommendation that the other matters outstanding be subject to further negotiations by the parties. For the sake of the record, however, I would like to make specific mention of the transfer clause. In view of the Corporation's plans for expansion, transfers are likely to result in some serious problems for the Corporation and its employees. A suitable clause is necessary that will permit the Corporation to look after its interests and at the same time protect the employees against transfers that will create undue hardship. It should be possible for the parties to work out a mutually satisfactory provision.

In closing I should like to express my appreciation of the very earnest efforts made by the Chairman to effect a satisfactory settlement of this dispute. His unfailing patience and courtesy were gratifying. This is intended in no way, of course, as a reflection on Mr. Meighen, whom I also hold in high esteem.

Respectfully submitted,

(Sgd.) A. Andras,
Union Nominee.

REPORT OF COMPANY NOMINEE

Being unable to concur in all the recommendations of the Chairman and Mr. Andras, I must dissent from the report of the Board.

(Sgd.) T. R. Meighen,
Company Nominee.

Montreal, July 21, 1955.

Report of Board in Dispute between

Shipping Federation of British Columbia
and
International Longshoremen's and Warehousemen's Union

The Conciliation Board appointed in this matter consisting of F. E. Harrison, Chairman, George Home and M. M. McFarlane, Members, met on June 8, 1955, for the purpose of taking the declarations required before entering upon their duties and arranging for their first meeting with the parties. The members of the Board met with representatives of the parties at Vancouver, B.C., on June 13, 15, 16, 17, 18 and 22 and on July 4, 6, and 7, 1955. Subsequently the members of the Board met apart from representatives of the parties on July 11, 1955,

The Shipping Federation of British Columbia, representing the employers, was represented at the hearings by Mr. J. A. Bourne and Mr. G. E. McKee, assisted by officers of the respective employers. The union was represented by Mr. J. W. Berry and Mr. H. Gillies, assisted by member of the union's negotiating committee.

During July, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the International Longshoremen's and Warehousemen's Union, Local 509, and the Shipping Federation of British Columbia.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, M. M. McFarlane and George Home, both of Vancouver, nominees of the Federation and Union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Home. The minority report was submitted by Mr. McFarlane.

The texts of the majority and minority reports are reproduced below.

The matters upon which the parties had failed to agree and which were submitted to the Board for consideration were:—

Request of the Union

1. An increase in the basic wage rate;
2. The establishment of a holiday pay plan similar to that provided in an existing agreement between the Shipping Federation of British Columbia and the union representing longshoremen engaged in deepsea longshoring.

Request by the Employers

That the minimum working time to be paid for following resumption of work after the noon hour on Saturdays should be reduced from two hours to one hour.

An earnest attempt was made to have the parties meet and endeavour to resolve their differences without the necessity for the submission of any formal report by the Board. The Board is satisfied that the parties met to discuss their differences in an amicable and reasonable manner but they were unsuccessful in arriving at a solution acceptable to them.

Factual information in the form of briefs and exhibits were submitted by both parties and each party was given full opportunity to answer and comment upon representations put forward by the other.

The Board has given careful consideration to all submissions and representations made on behalf of both parties and now recommends with respect to the matters briefly described above that the parties should enter into a collective agreement containing the same provisions as are set forth in the collective agreement between them dated the 18th day of December 1953, with the following alterations:—

1. The agreement to be entered into should be effective for one year from June 14, 1955;
2. There should be an increase in the basic wage rate provided by such agreement of 8 cents per hour;
3. There should be no change in the existing provisions relating to holiday pay;
4. The request of the employers for a reduction in the minimum time to be paid for following resumption of work after noon hour on Saturdays should be accepted;
5. The notice which may be given by either party under Section 17 of the existing agreement above referred to for renewal or modification of termination of the agreement should be ninety (90) days instead of sixty (60) days.

The foregoing represents the unanimous recommendation of the Board, with the exception of Item 2 relating to the recommended increase in the basic wage rate. Mr. McFarlane dissents from the majority view upon this question and will submit his separate report upon that item.

The Board is pleased to report that harmonious relations have existed between the parties to this proceeding over a number of years and that the hearings were conducted in an atmosphere of friendly co-operation, indicating a desire to reach agreement and to understand the problems affecting both parties.

All of which is respectfully submitted.

(Sgd.) F. E. Harrison,
Chairman.

(Sgd.) George Home,
Member.

Dated at Vancouver, B.C., this 11th day of July, 1955.

MINORITY REPORT

As indicated in the report of the majority of the Conciliation Board appointed in this matter, which I have had an opportunity of reading, I concur in the recommendations of the majority of the Board in all respects except as to the increase which should be agreed upon in the basic wage rate of the employees concerned.

In my opinion the principal argument supporting the opinion of the majority of the Board for an 8-cent per hour increase is based upon the fact that an increase of that amount will result in restoring the

wage rate differential between the rate payable to Coastwise Longshoremen and that payable to Deepsea Longshoremen to the differential of 16 cents per hour which existed in 1954. By reason of an 8-cent wage increase agreed upon for Deepsea Longshoremen in 1955 this differential has for a comparatively short period of time amounted to 24 cents.

It has been shown that since 1940 at least there has been a differential in wage rates favourable to the Deepsea Longshoremen at the Port of Vancouver in amounts varying from 6 cents to 18 cents per hour.

In my opinion the conditions of employment as between these two groups are materially different. In particular Coastwise Longshoremen do not work on regularly established shifts and they received pay at overtime rates for all work done after 5 p.m. on weekdays and on Saturdays, Sundays and holidays. It was agreed by the parties that Coastwise Longshoremen receive pay at overtime rates for approximately 30 per cent of the work done by them.

It was established that the average hourly earnings of these employees in 1954 was $2.35 per hour although the basic wage rate in that period was $1.95 per hour. This substantially high average hourly earning is properly justified, to some degree at least, by the fact that the men are required to spend some time in the hiring hall awaiting dispatch to work. In 1954 sixteen of these employees received $4,500-$5,000 for an average of 1,937 hours' work; thirty-one men received $4,000-$4,500 for an average of 1,773 hours' work; thirty-six men received $3,500-$4,000 for an average of 1,640 hours' work.

Having regard to the fact that an increase in the basic wage rate of 8 cents per hour, as recommended by the majority, will result in an increase of 12 cents per hour for approximately 30 per cent of the hours worked, and having regard to the present status of the Coastwise shipping industry in British Columbia as shown to the Board, such an increase is in my opinion not justified.

While it is seldom possible to justify a wage rate on completely logical grounds, and the present case is no exception, I would recommend that an increase of 4 cents per hour in the basic wage rate should be provided for in the new agreement between the parties.

All of which is respectfully submitted.

(Sgd.) M. M. McFarlane,
Member.

Vancouver, B.C., July 11, 1955.

Report of Board in Dispute between

Canadian Pacific Air Lines, Limited
and
Canadian Air Line Flight Attendants' Association

Sir—

The Board consisted of H. F. Angus, Chairman, J. G. Gould, and A. R. Eddie.

Three hearings were held, two witnesses were heard, and twelve exhibits were submitted, of which one contained 40 separate items, thus bringing 51 exhibits to the attention of the Board. Before reaching its findings and making its recommendations the Board held three meetings. The findings and recommendations are unanimous.

It was reported to the Board that the matters upon which the parties had not agreed before the conciliation officer had been reduced by the withdrawal of the references to vacations and uniforms.

The issues outstanding concerned (1) rates of pay; (2) hours of service; (3) filling of vacancies; (4) sleeping quarters on long flights; (5) a declaration of the rights of management.

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Air Line Flight Attendants' Association and the Canadian Pacific Air Lines, Limited.

The Board was under the chairmanship of Prof. Henry F. Angus, University of British Columbia, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, John Groves Gould, Vancouver, and A. R. Eddie, Hatzic, B.C., nominees of the company and union respectively.

The text of the report is reproduced below.

(1) *Rates of Pay*

The Association asked for parity with Trans Canada Air Lines. The company contended that this meant parity with a premium service which for prestige reasons paid premium salaries and cited the rates

paid on various air lines in the United States to substantiate this contention. The Board does not agree that Trans Canada Air Lines constitutes a premium service in the sense of the above but it does not accept the view that the rates of pay established on Trans Canada Air Lines need be slavishly followed by all other Canadian air lines. The recommendation of the Board is that the Canadian Pacific Air Lines stewardess' salaries should be increased by $7 a month and that this increase should be retroactive to March 1, 1955.

If this recommendation is accepted the rates for CPA, RN stewardesses would be changed as follows:—

—	Present Rates	Increase	New Rates
	$	$	$
1st 6 months	224.40	7.00	231.40
2nd 6 months	234.60	7.00	241.60
3rd 6 months	244.80	7.00	251.80
4th 6 months	255.00	7.00	262.00
3rd year	270.30	7.00	277.30
4th year	280.50	7.00	287.50
5th year	290.70	7.00	297.70
6th year	300.90	7.00	307.90
7th year	311.10	7.00	318.10

No change is recommended in the additional rate of $10 per month which is paid to First Stewardesses under Article 4-2 of the existing agreement, nor in the additional rate of $30 paid to stewardesses assigned to overseas operations.

The Association asked that an additional $10 per month be paid to each stewardess required to speak a language other than English. The Board does not (repeat not) recommend that this additional payment be made.

The present differential between RN and non-RN salaries would remain as at present.

(2) *Hours of Service*

The Association again asked for parity with Trans Canada Air Lines. The Board does not (repeat not) recommend that any change in hours of service be made at the present time. It is not improbable that as the speed of aircraft increases the limitation on the duration of work will require considerable alteration to meet the conditions in the employment and that Canadian Pacific Air Lines will be affected along with other air lines.

(3) *Filling of Vacancies*

The Association asked for the removal of a restriction on the bidding rights of personnel of Chinese extraction hired specifically for the North Pacific route which had been established by Letter of Understanding No. 2 (a). The Association also asked that stewardess-linguists receive an additional $10 a month while performing services requiring their special language qualification.

The Board recommends that if a stewardess whose initial hiring was based on a specific language qualification is displaced as a result of a reduction in force affecting the route flown by her, such stewardess be allowed to exercise her seniority in accordance with Article 11 (eleven) of the agreement between the Association and the company.

The question of additional pay for linguist-stewardesses has already been considered in this Report. The Board does not (repeat not) recommend that they receive additional remuneration.

As regards the employment of foreign nationals, the Association asked that Article 12, Clause 11 of the agreement, which provides that in filling vacancies at bases outside Canada the company will consider the qualifications of the senior employees who have statements of preference for such positions on file with the company but may hire a foreign citizen, be amended by adding the words "if necessary because of the laws of a foreign country". The Association recognized, however, that there might be other circumstances in which the company might reasonably hire foreign nationals.

The Board, after careful consideration of this whole question, recommends that, except on flights between normal scheduled traffic points outside Canada, non-Canadians be not engaged in future unless no Canadians are available possessing suitable language and other legitimate qualifications. It is hardly necessary to add as between Canadians possessing the requisite qualifications the bidding rights of members of the Association would be recognized. If this proposed condition regarding the employment of foreign nationals were embodied in the agreement any disputes with respect to its application would be brought before the System Board of Adjustment.

The question of the employment of foreign nationals (i.e. non-Canadians) is intimately bound up with the question of bargaining rights. The certification granted by the Canada Labour Relations Board to the Canadian Air Line Flight Attendants' Association does not deal in general terms with non-Canadians employed at bases outside Canada. It does, however, specifically exclude "stewardesses employed at Hong Kong and Tokyo". It has not been changed as the Canadian Air Lines System has expanded and the Board is of the

opinion that the intent of the certification can best be dealt with by the Labour Relations Board which granted it.

(4) *Sleeping Quarters on Long Flights*

In spite of the financial difference to the company involved in making sleeping quarters available for stewardesses on the planes at present in use on the North Pacific service the Board was impressed with the importance of proper rest for stewardesses on long flights. The Board, therefore, recommends that a clause be inserted in the agreement providing in the terms set out in paragraph 29 of the Association's brief that "in all cases where flight attendants fly more than 12 hours in any consecutive 24 hours, adequate sleeping quarters on the aircraft shall be provided, consisting of a bunk with mattresses and adequate provisions for ventilation and privacy. Such sleeping quarters provided for flight attendants shall be for their exclusive use."

(5) *A Declaration of the Rights of Management*

The request for this declaration came from the company and arose as the result of a protest by the Association against the contract signed by new stewardesses set out in the company's exhibit No. 31, providing that employment may be discontinued by the company at any time after the stewardess reaches her thirtieth birthday.

The Board is of the opinion that a retiring age should be arbitrary and uniform and should not be subject to variation in individual cases. Termination of employment on grounds of age should tie in with employment opportunities in the company. When a retirement age is fixed it should be determined by negotiation and agreement and failing agreement by an *ad hoc* arbitration. The Board does not (repeat not) recommend the inclusion in the Agreement of a Declaration of the Rights of Management.

(Sgd.) H. F. Angus,
Chairman.

(Sgd.) A. R. Eddie,
Member.

(Sgd.) John Groves Gould,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases, two heard June 14 and one heard March 8, 1955.

Of the three disputes, one concerned a claim of a fireman for mileage to and from work, one the claim of a fireman for passenger rates for an entire trip including a portion covered by taxi-cab, and one the claim of an additional separate payment to the engineer of a commuter train for a 30-minute period.

The Board sustained the contention of the employees in the first two cases and did not sustain their claim in the third.

The three disputes and decisions are summarized below:—

Case No. 657—*Dispute between the Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for running miles to and from work in work train service.*

On November 5 and November 9, 1954, a fireman was assigned to work train service. Freight rates were claimed.

The employees contended that since the distance to the work location was 98 miles, or over 40 miles, therefore their claim was supported by an article of the collective agreement with the Brotherhood of Locomotive Firemen and Enginemen, which reads as follows:

> When work trains run forty miles or more to work or from work, mileage at freight rates will be allowed. Time so occupied not to be included in time paid for at work train rates. When mileage in work train service exceeds 12½ miles per hour, mileage will be paid.

The company said that they declined payment for running miles because this case was merely a change of location of work and was not one of running to and from work.

The company argued that the Article quoted did not support the claim. The first sentence of the clause, the company held, applied when going from the terminal to the location at the commencement or returning to the terminal at the completion of the work, or the week-end run to the terminal or for engine washouts, etc.

The company contended that mileage made during the day's work is part of the work and would not be allowed unless the entire day was claimed on the mileage basis in accordance with the last sentence of the Article: "When mileage in work train service exceeds 12½ miles an hour, mileage will be paid."

The Board sustained the employees' claim, with the provision that time occupied in running miles be deducted from time of payment made in work train service.

Case No. 658—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for passenger rates for a portion of trip covered by taxi because of track conditions, for which he was paid dead-heading rates.*

On November 18, 19 and 20, 1954, a fireman was assigned a passenger run of 140 miles. Because of track conditions crews were transferred between two points on the run, a distance of 11·5 miles, by taxi-cab. The fireman claimed passenger rates for the entire trip, but was paid dead-heading rate for that portion covered by taxi-cab.

The employees quoted an Article of the collective agreement between the Railway and the Brotherhood, which read:

Road firemen required to perform a combination of more than one class of road service during the same trip will be paid at the rate and according to the rules governing each class of service for the time or miles engaged in each, but will be paid for the entire trip not less than a minimum day, at the highest rate applying for any class of service performed during the trip.

The employees argued that this Article was applicable to men performing different classes of road service. The use of the taxi-cab, they said, was of a stop-gap nature. They admitted that an Article provided for dead-heading but did not provide for dead-heading by taxi-cab.

The railway contended that during the three trips by the fireman, two classes of service were performed, namely, dead-heading and passenger service combined.

The railway argued that in each class of service the passenger miles exceeded the minimum day of 100 miles. The passenger rate, it said, was $10.41 per hundred miles and the dead-heading rate was $10.05 per hundred miles. The railway contended that the total payment in each case exceeded the minimum passenger day.

The Board sustained the contention of the employees.

Case No. 659—*Dispute between Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers concerning the claim for separate payment of difference between the time an engine was required to leave roundhouse track prior to February 14, 1953, and the time required from February 14, 1953, to July 27, 1954.*

Prior to February 14, 1953, the engine crew assigned in short turn-around passenger service between Hamilton and Toronto was required to leave the roundhouse track at Toronto with the engine 30 minutes in advance of the time the train was advertised to leave the Toronto station. From February 14, 1953, to July 27, 1954, this crew was required to leave the roundhouse track at Toronto one hour in advance of the time the train was advertised to depart from the station, in order that a turbo-generator on the engine could be used to light the coaches of the train. The engineer was compensated in accordance with the provisions of an Article in the Schedule for Locomotive Engineers effective in September 1929. Claim was made for separate additional payment for 30 minutes daily.

The employees argued that it was an invasion on the time of the engineer to the extent of 30 minutes. Payment for this time, they said, could be broadly covered by an Article that stated that engineers required to perform other work usually performed by classes of employees not covered by this agreement would be paid under the provisions of a Clause that specifies the rate of pay.

The employees contended that the matter of lighting coaches standing at the Toronto station was work which is properly taken care of by carmen or electricians and does not normally come under a locomotive engineer's duties.

Further, the employees argued, when an engineer was required to be in charge of a locomotive in order to supply steam to accomplish this purpose, he should be paid for the additional time spent above his normal duties in the form of an additional compensation.

The railway contended that the engineer was paid on a continuous basis with overtime after nine hours, in accordance with the provisions of an Article of the Schedule for Locomotive Engineers that reads:

1. Engineers on short turn-around passenger runs, no single trip of which exceeds eighty (80) miles, including suburban and branch line service, shall be paid overtime for all time actually on duty, or held for duty, in excess of eight (8) hours (computed on each run from the time required

(Continued on page 1065)

Collective Agreements Covering Unlicensed Personnel in the Water Transport Industry

Some provisions deal with same matters as those in other Industries; application of some modified and need for others created by factors unique to the shipping industry. Bargaining units generally small

Collective agreements in the water transport industry are in many respects significantly different from those in other Canadian industries. While, like agreements in industry generally, they deal with such items as wage rates, union security, hours of work, overtime, statutory holidays and vacations, the necessity of meeting shipping schedules and the long periods away from home and on board ship modify the applications of some provisions; certain other provisions, such as payment for longshore work, extra compensation for shorthanded crews and indemnity for loss of personal effects in shipwrecks, arise out of factors unique to the industry.

This article is based on a study by the Economics and Research Branch of 72 current collective agreements in effect at the end of June 1955, affecting 8,372 workers. Only agreements covering unlicensed personnel* on lake, river, coastal and deepsea vessels were studied. Wage rates (which are almost always quoted on a monthly basis) were not included in the analysis. The accompanying table covers the provisions that could be conveniently presented that way.

Bargaining Units and Unions—Bargaining units in the water transport industry are generally small, many comprising 50 men or less. There are, however, several much larger units.

The principal unions are: the Seafarers' International Union of North America (AFL-TLC), the United Mine Workers of America (CCL), the Canadian Marine Transport Workers' Association (a unit of the Canadian Workers Association) (unaffiliated), and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). A smaller number of agreements are negotiated by each of the West Coast Seamen's Union (Canada) (unaffiliated) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). Several other unions sign single agreements.

*Those of less than licensed officer rank (Licensed deck officers and marine engineers are covered by separate contracts). The agreements studied apply to boatswains, wheelsmen, deck hands, firemen, oilers, cooks, stewards, etc.

Although the first three unions mentioned each bargain for a number of units, with a few exceptions the various agreements of each union are almost identical in form.

The greatest number of the agreements negotiated by the International Seafarers' Union apply to ships plying the Great Lakes and Upper St. Lawrence River. However, the union also has a number of agreements applying to West Coast shipping and two deepsea agreements, as well as a few affecting ships in other areas.

The agreements of the United Mine Workers all cover crews of ships operating on the Great Lakes or Upper St. Lawrence. Agreements of the Canadian Marine Transport Workers' Association apply to a group of ships working on the Lower St. Lawrence and the Atlantic Coast. The Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Railway and Steamship Clerks negotiate most of the agreements affecting employees working on ships of the CN and CPR Companies.

The number of agreements and of workers covered in each geographical division are shown in the table.

Union Security—About 60 per cent of the agreements in the industry provide for either a union shop, or the choice for the employee of joining the union or paying the initiation fee and union dues without joining. Hiring of new employees through the union only is required by nearly 30 per cent of the agreements while a little more than a third allow the employer the option of hiring through the union or through the Seamen's Section of the National Employment Service.

About 45 per cent of the agreements provide for a check-off, which more often than not is voluntary. In a third of the agreements the employer undertakes to allow a union representative an opportunity of collecting dues at the pay-off.

The following extract gives an example of these union security provisions.

MAINTENANCE OF MEMBERSHIP

An employee covered by this agreement who is not a member of the Union shall become so within thirty (30) days from the date of his or her employment and shall maintain his or her membership in the Union.

PROVISIONS IN COLLECTIVE AGREEMENTS COVERING UNLICENSED PERSONNEL IN THE WATER TRANSPORT INDUSTRY

Provision	Number of Agreements	Number of Workers Covered
Total agreements studied and workers covered by them	**72**	**8,372**
Geographical Area		
Deep sea, Atlantic and Pacific	3	378
Atlantic coast and Lower St. Lawrence	14	748
Great Lakes and Upper St. Lawrence	34	5,801
British Columbia rivers and lakes	3	65
Pacific coast	18	1,380
Types of shipping		
Cargo vessels and passenger vessels	54	7,179
Oil tankers	7	223
Ferries	8	423
Tug boats	3	547
Unions		
Seafarers' International Union	34	5,674
United Mine Workers of America	7	616
Canadian Marine Transport Workers Association	10	367
West Coast Seamen's Union	6	585
Canadian Brotherhood of Railway Employees and Other Transport Workers	7	511
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	3	318
Other unions	5	301
Term of agreement		
One year	35	2,224
Over one and under two years	21	4,438
Two years	12	1,327
Over two years	4	383
Union Security		
Union shop with preferential hiring through union only	10	736
*Union shop with preferential hiring through union or through Seamen's Section of the National Employment Service	23	4,846
Union shop without preferential hiring	1	129
Option of joining union or of paying dues and initation fee without joining, combined with preferential hiring through union only	7	862
Option of joining union or of paying dues and initiation fee without joining, combined with preferential hiring through union or through Seamen's Section of the National Employment Service	2	322
Preferential hiring through union only	4	113
Union shop for new employees with maintenance of membership for all members	9	238
Other	2	60
Collection of union dues		
Compulsory check-off	15	1,615
Voluntary check-off	18	769
Union official allowed opportunity of collecting dues	26	5,243
Hours of work per day		
Eight	51	7,468
According to instruction of captain or officer in charge	9	238
Various or indefinite	4	102
Not stated	8	564
Days of work per week		
Five	43	6,191
Five and a half	2	238
Six	4	528
According to instruction of captain or officer in charge	9	238
Various or indefinite	5	522
Not stated	9	655
Overtime pay		
At stated hourly rates after regular daily hours	46	6,395
Various methods of payment	14	1,221
Saturday and Sunday work		
At straight time in addition to regular monthly wages for both days	23	4,865
At stated hourly overtime rate	3	378
Work on these days stated to be confined to necessary duties	7	935
Emergency duties and drills		
Not paid for at overtime rate	40	6,130
Emergency duties only mentioned as not paid for at overtime rate	1	44
Emergency drills only mentioned as not paid for at overtime rate	5	508
Emergency drills paid for at overtime rate only if held outside regular hours	1	65
Drills to be held during regular working hours if possible	12	822

*There is some doubt about this provision, since another clause in all but two of these agreements, covering 116 workers, stipulates that employees have the option of joining the union or of paying dues and initiation fee without joining.

PROVISIONS IN COLLECTIVE AGREEMENTS COVERING UNLICENSED PERSONNEL IN THE WATER TRANSPORT INDUSTRY

Provision	Number of Agreements	Number of Workers Covered
Statutory holidays		
Six days per year	4	422
Seven days per year	20	1,318
Eight days per year	28	5,315
Nine days per year	1	17
Holidays mentioned but number not stated	1	16
Five days off allowed per year in lieu of statutory holidays	1	450
Holiday falling on Sunday to be observed on Monday	26	4,964
Work on holidays at sea or on the run to be the same as on Sundays	25	4,993
Work on holidays limited to necessary duties	3	271
Pay for work on statutory holidays		
At stated hourly rates in addition to regular pay	6	787
Equivalent time off	7	115
Equivalent time off or pay at straight time rate	4	438
Equivalent time off or pay at overtime rate	1	55
Paid vacations		
14 days' pay for employees who work the whole season or year	31	5,338
One and a half days per month, for those with more than 3 months' service	9	238
Two weeks after one year's service	6	654
Various arrangements and lengths of vacation	21	1,979
No provision for paid vacation	2	163
Shorthanded pay		
If ship sails without full crew, wages of missing member to be divided amongst those doing his work	40	6,579
Shorthanded crew to be paid extra in proportion to extra work involved	2	144
Longshore work by the crew		
At local longshoremen's rate in addition to regular wages	25	4,977
At overtime rate in addition to regular wages	7	968
Bonus of $15 per month to cover longshore work by the crew	9	238
Various rates and arrangements	5	384
Dirty work and penalty cargoes		
Extra pay for certain kinds of dirty work only	33	5,279
Extra pay for handling certain kinds of cargo and/or while carrying explosives; or either or both of these conditions combined with extra pay for certain kinds of dirty work	8	1,038
Room and meal allowance		
If room and board not provided alternative accommodation or payment in lieu to be allowed	47	6,880
Transportation to and from ship		
Transportation home furnished at end of season, and cost of transportation to vessel at beginning of season refunded to those who have served the whole season	39	5,803
After 3 months' service approved sick leave counts as service entitling employee to transportation or costs	26	5,074
Return to port of signing		
If ship is sold or laid up and crew discharged they are to be returned to port of engagement, or their homes, whichever is nearer, with wages (or similar provision)	32	5,430
Safety regulations		
Regulations in force must be strictly observed by the crew and violation warrants immediate dismissal	31	5,433
Some safety measures or rules mentioned, few details	16	763
Crew equipment and food		
Bedding, towels, soap, dishes, etc., to be provided as listed	43	6,255
Supplying of fruit juices, fresh vegetables, milk, mentioned	8	731
Seniority Recognition		
In lay-offs	44	6,176
In re-hirings	42	6,110
In promotions	60	7,089
Grievance procedure		
Provision for settlement of disputes including resort to arbitration	47	6,760
Provision for settlement of disputes, arbitration not mentioned	7	394
Arbitration only, no reference to other procedure	18	1,218
Interruption of work		
No strikes or lock-outs during term of agreement	54	7,300
Violation shall entitle company to claim damages from union and from those signing the agreement	22	4,843
Union undertakes to prevent interference by other labour organizations in Canadian or U.S. ports	9	2,248

EMPLOYMENT

(a) The Company agrees that all unlicensed personnel engaged by them in Canada will be hired either through the office of the Union or through the Seamen's Section of the National Employment Service. The Company agrees not to discriminate against Union members. (Any unlicensed personnel hired in Canada, who are not members of the Union, will be required, as a condition of employment, either to join the Union and to continue as members thereof during their employment or, in the alternative, to tender to the Union one month's dues as well as the initiation fees as presently established and to pay subsequent monthly dues as required of Union members and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid.)

The Company agrees to provide space at the pay-off for a Union patrolman to enable him to contact members of the unlicensed personnel for the purpose of collecting Union dues.

It should be noted that the first section quoted above contradicts part of the second section; but for the purposes of this study it has been assumed that the union shop provision contained in the first section applies.

A little less than 80 per cent of the agreements affecting nearly 85 per cent of the total number of employees covered by the agreements analysed give union officers the right to board the ship on presenting credentials and subject to certain restrictions. In less than half of these agreements this right may be exercised only at certain named ports; while more than two-thirds of them require the union officials to sign a waiver freeing the company from liability in case of accident.

The following is an example of this type of clause:

(a) For the purpose of consulting with Union members, the Company agrees that an authorized credentialled Officer of the Union shall be allowed on board the ship at such principal ports as Montreal, Toronto, Welland Canal and Lakehead Ports, provided that he shall present his pass on boarding the vessel to the Master or the Officer in charge. Such representatives shall have the right to engage in negotiations with the Master or Officers in charge of the ship in respect of any disputes or grievances, but he shall not have the right to interfere in any way with the operation of the vessel.

(b) The Union shall submit to the company the name and relevant particulars of the *bona fide* Union members authorized by the Union to act as its representative by this section provided, and the company, upon receiving from any representative a waiver in form satisfactory to the company of any claim for any damage resulting from any accident or injury in or about company property, shall thereupon issue a pass or passes to such representatives enabling him to board the company's ship at port for the purpose herein provided.

Hours of Work and Overtime—In most agreements which give any definite indication of the hours worked the 8-hour day and 5-day week apply (see table). In most of the other agreements hours are left to the discretion of the officer in charge of the ship, are not clearly defined, or are not defined at all.

Nearly 65 per cent of the agreements provide that overtime shall be paid after regular daily hours. But, owing to the necessity of keeping the ship running continuously when she is under way and, even in port, of sometimes working irregular hours, overtime usually is not, as it is in most other industries, paid at a premium rate. Rates in such cases vary from 75 cents to $1.40 per hour, in many agreements a range of three rates being given, such as 80 cents, 90 cents, and $1, according to the employee's classification. Under agreements which mention the 80 cents, 90 cents, and $1 range, monthly wage rates usually run from $180 to $280. The straight time hourly rate on the basis of a 40-hour week would therefore vary from approximately $1.04 to $1.62; so that the overtime rate in these cases is less than the straight time rate. Under two agreements affecting ferry crews time and a half is allowed for work outside regular hours.

Recently the 5-day 40-hour week has been introduced under a number, though not all, of the agreements in this industry. This became effective on October 1, 1954, in the case of the majority of the ships operating on the Great Lakes. Under these Great Lakes agreements Saturday and Sunday, when worked, are usually paid for at straight time rates, rather than at the lower overtime rate.

During the year preceding October 1, 1954, if Saturday was worked, half a day's extra wages were paid; if Sunday was worked, a full day's extra wages. Before January 1952, it had been the practice for all ratings to perform only routine operational duties from Saturday noon until 6 a.m. Monday. In January 1952, this arrangement was extended to include the whole of Saturday. Under these earlier agreements, however, there was no provision for extra pay for the necessary work done on Saturday or Sunday.

It appears, therefore, that under most of these agreements the introduction of the 40-hour week, with resulting overtime pay for Saturday and Sunday work, would have the effect of increasing earnings rather than of reducing actual hours worked. Since work on these two days had previously been restricted to routine operational duties, it would seem that little or no further

reduction in hours worked was possible. This would not apply, however, to such ships as ferries and those lake, river or coastal vessels which make short runs, on which the practice is to allow employees two days off a week, not necessarily Saturday or Sunday.

In British Columbia, on coastal ships, lake and river vessels and ferries, a 5-day week has been in effect for a somewhat longer time, having been introduced in January 1952 under several agreements and earlier or later under two or three others. On these ships the usual practice is to allow 2 days off for each 5 days worked, if possible at the employee's home port or at Vancouver. (Previously 1½ days off per week had been allowed.) If it is not possible to grant this time, part of it may be allowed to accumulate, or sometimes to be settled by an extra cash payment. A similar arrangement applies to a ferry at Windsor, Ont., and to one ship engaged on short runs off the Atlantic coast.

Although the 40-hour week is usual on the Great Lakes, on some vessels hours considerably in excess of 40 per week appear to be in force; but the exact time worked is not always clearly stated in these cases. On some other ships operating in different parts of the country hours longer than 40 per week also apply, with various arrangements as regards overtime.

Under two agreements covering ocean-going vessels on the Atlantic the regular hours are 8 per day, with all work on Saturday or Sundays paid for at the overtime (not straight time) rate. At sea, however, men on watch-keeping duties and those in the stewards' department are paid overtime for Sunday work only, as well as on holidays.

A few agreements state that only necessary work is to be done on Saturdays, Sundays, and holidays.

As already mentioned, a number of agreements contain no clear statement as to hours worked (see table).

As the table shows, a common provision in agreements is that emergency duties and drills, one or the other or both, are not paid for at overtime rates. A sample of such clauses is the following:

Emergency Duties

Any work necessary for the safety of the vessel, passengers, crew or cargo, or for the saving of or rendering assistance to other vessels, lives, property or cargoes, shall be performed at any time on immediate call by all members of the unlicensed personnel, and notwithstanding any provision of this agreement which might be construed to the contrary, in no event shall overtime be paid for work performed in connection with such emergency duties of which the Master shall be the sole judge.

Drills

Overtime rates will not be paid unlicensed personnel when required to participate in the lifeboat and other emergency drills.

Short-handed Pay—Clauses similar to the following are contained in about 55 per cent of the agreements:

When a vessel sails without full complement, wages of the absent member shall be divided among the men who must perform the work of the absent member at a basic rate of wages only.

In a few agreements it is stipulated that those who are obliged to do extra work owing to a crew being shorthanded shall be paid extra in proportion to the additional work which falls to them.

Longshore Work by the Crew—Most agreements make provision for allowing extra pay to members of the crew who are required to perform longshore work. The following are two clauses of this kind taken from separate agreements:

I

In the event that any member of the unlicensed personnel is required to perform any work usually done by longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo, or the handling of cargo, he shall perform such work and shall be paid in addition to his regular wages the applicable rate at that point payable to longshoremen.

II

The additional monthly bonus of $15 is granted to members of the crew for the work involved in handling of freight at the various ports. This is applicable to the ships engaged in coastal traffic.

Dirty Work and Penalty Cargoes—More than 55 per cent of the agreements contain provisions of which the following extracts are examples:

I

When employees are required to clean tanks, the watch on duty shall be paid overtime at the regular overtime rate, and the watch below shall receive time and one-half for the same work. If watches are broken, regular overtime shall be paid for such work performed between the hours of 8:00 a.m and 5:00 p.m. on week days and between 8:00 and 12:00 noon on Saturdays. After 5:00 p.m. and before 8:00 a.m. weekdays, Saturday afternoons, Sundays and holidays, the men shall receive time and one-half overtime.

II

(a) When members of the unlicensed personnel are required to clean holds in which penalty cargo has been carried, they shall be paid for such work, in addition to their regular wages, at the rate of straight overtime for the watch on deck, and overtime and one-half for the watch below.

(b) For the purposes of paragraph (a), the following shall be considered penalty cargoes: In bulk, arsenic, bones, caustic soda,

cement, chloride of lime, lampblack or carbon black, sulphur, raw manure, soda ash, bone meal, potash, also green hides in bags or bundles.

(c) On vessels carrying explosives in fifty-ton lots or over the Company agrees to pay members of the unlicensed personnel, in addition to their regular monthly wages, fifteen (15) dollars per month while such cargo is on board the vessel. Such cargo time to start from day first sling load is aboard until day last sling load goes over the ship's side.

(d) When members of the unlicensed personnel are required to work explosives, they shall be paid for such work, in addition to their regular monthly wages, at the rate of Two Dollars and Fifty Cents ($2.50) per hour.

Failure to Report for Duty—A provision similar to the following is found in nearly a third of the agreements in the industry:

Should an employee fail to report at his regular post at the beginning of his watch, his mate on the preceding watch shall remain at his post until a substitute is secured, and, if necessary, he shall work the extra watch for which he shall be paid for the extra time worked at the regular rate of wages, at the expense of the missing employee.

Statutory Holidays—Three of the four agreements that allow six holidays apply to seamen on ocean-going vessels while all except two of the agreements that provide for seven days cover ships operating in British Columbia. The two exceptions apply to the East Coast. All except one of the agreements that list eight days apply to crews on the Great Lakes and Upper St. Lawrence while the remaining agreement covers one East Coast vessel.

Rather more than one-third of the agreements, affecting nearly 60 per cent of the employees, state that a holiday falling on a Sunday will be observed on the following Monday; and almost the same number of agreements, also covering about 60 per cent of the workers, stipulate that work on holidays while the vessel is on the run shall be confined to that usually done on Sundays.

Particulars regarding rates of pay for work on statutory holidays are contained in the table.

Paid Vacations—Of the 31 agreements that allow 14 days' vacation pay after a season's or year's service, 22 cover shipping on the Great Lakes and Upper St. Lawrence. Clauses worded after the following manner are found in these agreements:

(a) All members of unlicensed crews covered by this contract who have served continuously aboard their ships, or in the same Company, from the time of fitting out in the Spring to the completion of laying up in the Fall, or who are absent during this period for reasons satisfactory to the Master, shall have accruing to them and payable at the end of the season a total not exceeding fourteen (14) days' basic pay in lieu of holidays during the season.

(b) Considering shorter periods of service, an unlicensed employee who has had six (6) months' continuous service ending at the completion of lay-up shall likewise be entitled to and have accruing seven (7) days' basic pay in lieu of holidays during the season.

The other nine agreements cover some ships on the east and west coasts, as well as deep sea vessels.

The agreements under which 1½ days per month are allowed to employees with more than three months' service apply to ships plying the Lower St. Lawrence and on the East Coast.

One of the six agreements that allow two weeks after one year's service applies to East Coast shipping, while the other five apply on the Pacific Coast.

Of the 24 agreements shown in the table as providing various arrangements and lengths of vacation, six, applying to ships plying the Great Lakes and Upper St. Lawrence, state that a bonus of one month's wages will be paid at the end of the season to men who have worked the whole season or *pro rata* for those with less service.

Arrangements given in other agreements include: two weeks after one season, three weeks after 15 years, four weeks after 25 years; 5 to 15 days a year according to length of service; two weeks after one year, three weeks after 10 years; 11 days a year; one week after 12 months, in subsequent years two weeks; one week after six months' service; and so on.

One-third of the agreements, covering about 60 per cent of the employees, allow periods of leave of absence granted for reasons satisfactory to the Master of the ship to count as service qualifying for vacation.

Leave of Absence—The three deepsea agreements all contain a provision that, if possible, shore leave shall be allowed while the ship is in port; and that if there are reasons which prevent this they shall be explained to the crew. More than a third of the agreements stipulate that requests for leave for personal reasons shall be granted if possible. A few agreements, covering fewer than 1,000 workers, stipulate that granting of leave shall not result in the company being obliged to pay overtime.

Transportation in Course of Duty—Half the agreements provide that employees who are sent from one place to

another in the course of duty shall have their expenses paid and shall not lose any wages. Amounts allowed for meals vary, but the following is a common kind of provision:

Unlicensed personnel, when transported by the Company during the course of their employment shall be provided with transportation by rail, or bus, including berth when travelling by night and with subsistence at the rate of three (3) dollars per day, in addition to their regular monthly wage. When travelling by water, second class or tourist transportation may be provided, this to include berths and meals.

Return to Point of Signing in Event of Crew being Discharged away from Home Port—A provision similar to the following is contained in nearly 45 per cent of the agreements:

In the event a ship of the Company is sold or laid up and the crew discharged in consequence thereof, they shall be repatriated with wages to the post of engagement or their homes, whichever is the nearer, with transportation.

Marine Disaster—About 30 per cent of the agreements, affecting approximately 20 per cent of the employees covered in the industry contain a clause similar to the following:

Any member of the Unlicensed Personnel covered by this Agreement who, while in the employ of a company, suffers loss of clothing and personal effects through marine disaster or shipwreck, shall be compensated by the payment of up to $250.00 (Two Hundred and Fifty Dollars, no Cents) according to the loss sustained.

The maximum amount of compensation allowed under the different agreements varies from $150 to $300, except in two agreements covering pursers, cashiers or wireless operators, where the amount is $400. In all three of the agreements covering ocean-going ships the indemnity is $150. The same applies to one other agreement affecting a ferry crew. In nearly half of the agreements containing this kind of provision the amount is $250: these apply to vessels operating on the West Coast. The maximum of $300 is mentioned in two other West Coast agreements and in several which cover ships plying on lakes and rivers or engaged on barge and ferry service in British Columbia. This provision is not found in agreements affecting crews of ships working on the Great Lakes or the St. Lawrence.

Crew Equipment and Food—Two examples of clauses concerning these matters are as follows:

I

The following items shall be supplied to the unlicensed personnel:

(a) A suitable number of clean blankets.
(b) Sheets and pillow cases to be changed weekly.
(c) Roller and bath towels to be issued conditional upon the return of previously issued linen.
(d) All dishes provided to the crew shall be made of crockery or plastic.
(e) It is a policy of the Company to maintain the comfort of the crew by providing as good equipment as possible under given circumstances but it must be recognized that this policy is dependent on the full co-operation of the Union and its members.

II

Adequate supply of fruit juices shall be provided for the unlicensed personnel to be served at breakfast unless otherwise mutually agreed. Fresh milk and vegetables shall be furnished.

The quality of meals to be supplied to the crew is not often definitely stipulated. A statement in that regard is, however, contained in the three agreements affecting deepsea vessels. Two of these agreements include the following clause, while the third contains a provision to much the same effect: "Meals served to the crew shall be the same as those served to the officers." A similar clause is found in two or three other agreements not applying to deepsea ships.

Coffee Time and Lunches are mentioned in about 55 per cent of the agreements, which state that coffee and lunch will be supplied to those on regular duty or overtime work at night. Somewhat more than 20 per cent in addition allow time off for coffee twice a day.

Room and Meal Allowance—Since a ship's crew is ordinarily supplied with board and sleeping accommodation in addition to wages, a large proportion of the agreements, amounting to about 65 per cent of the total, contain a clause which states that alternative room and board, or payment in compensation, are to be given if for any reason this is not provided on the ship.

The cash allowance made when meals are not supplied varies from $2 per day to as high as $1.25 per meal (the latter in the case of one agreement). When a room is not provided the cash allowance is from $2 to $3 per day. A typical clause regarding this matter is the following:

When the Company does not provide room and board, unlicensed personnel during the course of their employment shall receive seventy-five cents (75¢) per meal, and three dollars ($3.00) shall be allowed for room per night.

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Transport to and from Ship at Beginning and End of Season.—In agreements applying to ships operating on the Great Lakes and the St. Lawrence, where navigation closes during the winter, a provision similar to the following is commonly found:

The Company agrees, on laying up a vessel at the close of its navigation for the season, to furnish every member of the unlicensed personnel in the Company's employ transportation to the homes of such crews or for a distance of 500 miles, whichever shall be the lesser, and also to refund to every member of the unlicensed personnel who shall have returned to his vessel for the entire navigation season or remain for three (3) months and left on account of illness, which, in the opinion of the Master of such vessel, would prevent him from efficiently continuing his work aboard such vessel, the amount of his fare from his home to such vessel or for a distance of 500 miles, whichever shall be the lesser.

Welfare Plans—Established plans of this kind are not common in the industry. About a third of the agreements, however, contain a statement to the effect that the setting up of such a plan is agreed to and that steps are to be taken to put one into effect. The companies agree to contribute to a fund to the extent of 20 cents per man per day.

Safety Regulations—Provisions found in the agreements are set out in the table. The following is a common type of clause:

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall put into effect and bring to the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulations shall warrant dismissal.

The Company shall exercise due diligence in furnishing safe gear and working equipment and shall make every reasonable effort to provide safe working conditions on board ship.

Seniority Recognition—Skill and efficiency being equal, seniority applies in promotions in 83 per cent of the agreements, and under 60 per cent it is considered with reference to lay-offs and re-hirings.

Grievance Procedure set out in agreements in this industry is usually brief. All agreements, however, refer to the matter; and in a large proportion of them, amounting to more than 70 per cent, steps in the procedure are mentioned or outlined. In more than a third the first step is the presentation of the grievance to the Master of the ship by the ship's delegate (the elected representative of the unlicensed personnel on board). About the same proportion of the agreements mention a port committee, wihch is set up at certain ports to deal with disputes that are not settled on board the ship. This committee nearly always consists of one representative of the company and one of the union. In some other agreements provision is made for referring grievances to a joint committee, which is similar to a port committee, except that there are usually two members on each side instead of one.

Arbitration is mentioned in 90 per cent of the agreements. Over half of the agreements stipulate that the federal Minister of Labour shall be asked to appoint an arbitrator if the parties cannot agree in choosing one.

Strikes and Lockouts—Three-quarters of the agreements contain a clause prohibiting strikes and lockouts during the term of the agreement.

Almost a third add the following clause to the prohibition:

Any violation of this clause shall entitle the Company to claim damages from the Union and from those signing this agreement on behalf of the Union.

A much smaller number include the further provision:

The Union also undertakes to prevent interference by other labour organizations in Canadian or United States ports.

Exclusion of Subversive Elements—A provision aimed at excluding subversive elements is contained in a number of the agreements. The following extracts are examples of these clauses:

I

No person shall be employed on any of the Company's ships unless and until he shall have signed and filed with the Union: "I hereby certify that I am not a member of the Communist or Fascist Party of Canada or hold membership in any Organization that advocates the overthrow of Government by force or violence." Any false statement to the above declaration will entail instant dismissal.

II

It is a condition of this agreement that the Company shall be bound only by its terms so long as it is satisfied the officers of the Union are not Communists nor the policy of the Union Communist-controlled and no person may be employed under it who, in the opinion of the Company, is either a known Communist or engages in communistic activities.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during June and July made binding a number of revisions in wages, hours, vacations with pay, paid holidays and overtime.

In the construction industry, minimum hourly rates for elevator construction mechanics and helpers in the Quebec region were increased by 9 and 6 cents per hour, respectively, making the rate for mechanics $1.89, and for helpers $1.32. For plasterers at Montreal, the minimum rate was increased by 5 cents to $2.05 per hour; a deferred increase will make the rate $2.12 from October 1, 1955.

In the construction industry at Trois Rivières, Zone III was deleted from the territorial jurisdiction which now comprises Zones I and II only. Minimum hourly rates were increased by from 10 to 15 cents per hour. Workers previously covered by minimum rates applicable to Zone III are now included in Zone II, with resulting increases ranging from 10 to 35 cents per hour. However, hospital contracts awarded and signed prior to April 24, 1955, will be governed by the wage rates in effect at that date, until their completion.

In the corrugated paper box industry throughout the province, a new agreement increased the minimum hourly rates of male employees by 5 cents per hour, females by 8 cents; weekly hours were reduced from 50 to 45 and paid holidays increased from 4 to 6.

In the construction industry in the counties of Terrebonne and Labelle, minimum rates (county of Labelle only) for carpenters-joiners and carpenters were increased by 5 cents per hour to $1.30 and $1.20, respectively, and for labourers by 10 cents to $1 per hour; minimum rates for painters and watchmen were unchanged.

In the construction industry at Joliette, a new agreement revised the territorial jurisdiction by the deletion of Zone II. A new scale of minimum rates provided increases of 10 cents per hour for workers formerly affected by the rates of Zone I only. Workers previously governed by the minimum rates applicable to Zone II are now covered by the rates effective throughout the whole jurisdiction, with resulting increases ranging from 10 to 20 cents per hour; weekly hours were unchanged at 48 for qualified workers, 54 for common labour.

In the construction industry at St. Jean and Iberville, a new agreement increased the minimum rates by from 5 to 13 cents per hour. Weekly hours were unchanged at 44 for qualified workers, 50 for labourers, 60 for shovel operators, pile drivers, etc.

In the above summary, it will be noted that the two agreements governing the construction industry at Trois Rivières and at Joliette provide changes either reducing or eliminating entirely the system of zoning which previously divided the territorial jurisdiction of the agreements into two or more zones. This elimination or reduction of the number of zones results in those employed in rural areas or small municipalities benefiting by greatly increased minimum rates, which in some cases now equal the rates previously applicable to larger centres.

Industrial Standards Acts, N.S., N.B., Ont., and Sask.

Under the Industrial Standards Act of Nova Scotia, new schedules for bricklayers, carpenters, electricians, labourers, painters, plasterers, plumbers and sheet metal workers at Halifax and Dartmouth increased the minimum rate by 8 cents per hour; weekly hours at 40 for tradesmen and 48 for labourers were unchanged.

In New Brunswick, a new schedule for carpenters at Saint John increased the minimum hourly rate by 2 cents, to $1.55 per hour; weekly hours were unchanged at 40 per week.

In Ontario, a new schedule for carpenters at Belleville increased the minimum hourly rate during regular periods and for night work by 10 cents per hour to $1.85 and $2.10 per hour, respectively; weekly hours are unchanged at 40.

A new schedule for carpenters at Windsor, Ont., replacing that which was last gazetted in 1951, increased the minimum rate by 32 cents per hour to $2.22 for work during regular periods, for night work and on Saturday till noon, to permit pouring of concrete; weekly hours are unchanged at 40.

At Port Arthur-Fort William, a new schedule for plumbers, replacing that which was last gazetted in 1947, increased the minimum rate by 80 cents to $2.05 per hour

(Continued on page 1085)

Labour Legislation in Nova Scotia, 1955

Fair Employment Practices Act enacted and Coal Mines Regulations Act amended: mine rescue workers must undergo annual medical examination

The Nova Scotia Legislature at its 1955 session, held from February 22 to April 7, enacted a Fair Employment Practices Act, to be administered by the Department of Labour. Applying to employers with five or more workers and to trade unions, it prohibits discrimination in regard to hiring and employment and in regard to trade union membership by reason of race, national origin, colour or religion.

Of interest among the amendments to the Coal Mines Regulation Act is the requirement that all members of a mine rescue team undergo a medical examination at least once a year.

Other Acts amended of interest to labour include the Vocational Education Act and the Trade Schools Regulation Act.

Fair Employment Practices

In enacting the Fair Employment Practices Act, Nova Scotia became the third province to pass a law forbidding discrimination by employers with regard to employment and by trade unions with regard to membership on grounds of race, colour, religion or national origin. A federal Act applying to all undertakings within the jurisdiction of Parliament, provided five or more persons are employed, was passed in 1953.

The Nova Scotia Act, which goes into effect on January 1, 1956, like the Ontario, Manitoba and Federal Acts applies to all employers with five or more employees. It excludes exclusively charitable, philanthropic, educational, fraternal, religious or social organizations or corporation and organizations operated primarily to foster the welfare of a religious or racial group and not operated for private profit. Unlike the Federal Act and the other provincial Acts, domestic servants are not specifically excluded.

The Act prohibits certain positive acts of discrimination. An employer may not refuse to employ or continue to employ or otherwise discriminate against any person in regard to employment or any term or condition of employment because of his race, national origin, colour or religion. An employer is also forbidden to use an employment agency which practises such discrimination. A trade union is forbidden to exclude any person from membership or to expel, suspend or otherwise discriminate against any person or member.

No one may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses either directly or indirectly "any limitation, specification or preference as to race, national origin, colour or religion". Discrimination against a person who files a complaint or gives evidence or otherwise assists in the prosecution of a complaint under the Act is also forbidden.

The Act is administered by the Minister of Labour through an officer of the Department designated as the Director. A person who feels that he has been discriminated against may make a complaint in writing on the prescribed form to the Director, who will assign an officer of the Department or some other person to inquire into the complaint and to try to settle the matter. If he is unsuccessful, the Minister may appoint an Employment Practices Commission of one or more persons to investigate and endeavour to settle the complaint. The Commission is to inquire into all matters referred to it "and shall give full opportunity to all parties to present evidence and make representations". If it find that the complaint was a valid one, it must recommend to the Minister the course which should be taken, which may include reinstatement with or without compensation for loss of earnings. When the Minister receives the Commission's recommendations he must furnish a copy to each of the persons affected and he may make the report public if he thinks it advisable. Finally, the Minister has power to issue "whatever order he deems necessary" to carry the recommendations of the Commission into effect and a person affected by such an order must comply with it.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The powers of the Employment Practices Commission are specifically set out in the Nova Scotia Act. A Commission may determine its own procedure and receive such evidence on oath as it considers fit, whether admissible in court or not. It has the power to summon witnesses and enforce their attendance and require the production of documents. A member or representative of the Commission is authorized to enter at any time a building or premises where work is carried on or where anything has occurred concerning the matters referred to the Commission and may inspect the premises and interrogate the employees. The Minister is to provide the Commission with a secretary and other necessary staff and fix their remuneration as well as determine the remuneration of the members of the Committee together with travelling expenses.

The right of an aggrieved person to take court action regarding alleged discrimination is retained.

A person who does any of the things prohibited by the Act or who neglects to do anything required by the Act is guilty of an offence and is liable on summary conviction, if an individual, to a fine not exceeding $100 and if a corporation, trade union, employers' organization or employment agency, to a fine not exceeding $500.

If an employer is convicted of discriminating against an employee because he has filed a complaint under the Act, in addition to the above penalty he may be required to pay compensation for loss of employment and to reinstate the employee in the position he would have held had the discriminatory act not taken place.

The Act stipulates that a prosecution for an offence may be brought against an employers' organization or a trade union in the name of the organization or union and that for the purpose of the prosecution the organization or union will be deemed to be a person. Any act done or omitted by an officer or agent of such an organization or union while acting in his official capacity will be deemed to be an act done or omitted by the organization or union.

The Ministers' consent is required for instituting prosecution for an offence under the Act.

The Minister has further authority on his own initiative where he deems it expedient to undertake "such inquiries and other measures as appear advisable to him to promote the purpose of the Act". The Act stipulates that no person shall be required to employ anyone or to do or refrain from doing any other thing contrary to any instruction, direction or regulation given or made by or on behalf of the Government of Canada in the interests of the safety or security of Canada or an allied state.

Regulations for the carrying out of the Act may be made by the Governor in Council.

Coal Mines

Amendments to the Coal Mines Regulation Act set out more detailed requirements with respect to the mine rescue corps and apparatus. Of special interest is the requirement that members of mine rescue teams must undergo an annual medical examination. Stricter rules for safety lamps are also laid down.

As regards mine rescue work, the Act continues to require that the mine rescue station superintendent hold a certificate of competency as a mine examiner and a certificate of competency in mine rescue work and first aid to the injured. A captain of a mine rescue team must also hold a certificate as a mine examiner. Members of a mine rescue team must have practical experience underground in a mine and hold the certificate in mine rescue work and first aid.

A new requirement is that all members of the team must be certified by a doctor to be physically fit for mine rescue work and be medically examined at least once a year or at more frequent intervals in the discretion of the mine rescue station superintendent.

From January 1, 1957, all members of a mine rescue team must be between the ages of 21 and 45 years.

A further amendment states that as soon as rescue work has been completely organized one qualified mine rescue man is to be held in readiness, fully equipped at the fresh air base, to replace each mine rescue man engaged in actual rescue work. The Act now requires that instructions to a team engaged in rescue work underground must be transmitted to the team through the senior mine rescue official underground at the time.

With respect to mine rescue apparatus, the Act now requires that before the equipment is used each member of a mine rescue team must carefully examine it and satisfy himself that it is fully charged and in proper working order. The results of the inspection of oxygen breathing apparatus and other rescue equipment made by the mine rescue station is to be entered in a book kept for the purpose and available for inspection at all times at the mine rescue station.

Formerly, the provisions regarding rescue work and apparatus did not apply to a mine where not more than 30 persons were ordinarily employed underground or to a mine exempted by the Minister of Mines. By the amendment, only mines exempted by the Minister need not observe these requirements.

The Act authorizes the Minister to group two or more mines belonging to the same owner for the purposes of mine rescue work. A new subsection provides that when the owners of two or more mines agree to provide the required mine rescue equipment and apparatus and to organize and train persons for mine rescue work at those mines and designate one of their number as owner for the purposes of the sections dealing with mine rescue work, the Minister is authorized to group the mines together and consider them as one for the purpose of mines rescue work.

Other amendments to the Act deal with mine safety lamps. The Act was amended in 1953 to provide that when a mine manager is underground in a mine he must carry a locked flame safety lamp and no other type. An amendment this year provides that he may carry a permissible electric lamp instead but that when he is in a working section of a mine he must not carry a permissible electric lamp unless he is accompanied by a person holding a certificate as a mine examiner who is carrying a locked flame safety lamp. A further change specified that where a haulage road is used for a travelling road a permissible electric light (formerly a "suitabe" light) must be used on the approaching end of all trips.

The sections regarding hoisting ropes were amended to require hoisting ropes to be discarded when the breaking strength has decreased to 85 per cent of the original certified breaking strength.

Vocational Education

The Vocational Education Act was amended to permit a tuition fee to be charged a student attending a vocational evening school who is a resident of a municipality that is contributing to the support of the school.

The administration of the Trade Schools Regulation Act was transferred from the Minister of Labour to the Minister of Education.

Legal Decision Affecting Labour

Supreme Court of British Columbia holds Labour Relations Board acted within its powers in relying on investigations made before amendment of bargaining unit, dismisses application for review of Board order

The Supreme Court of British Columbia on February 25, 1955, dismissed an application of an auto sales company for a writ of *certiorari* to obtain review by the Court of an order made by the Labour Relations Board on September 28, 1954, certifying the B.C. Auto Workers Lodge No. 1857 as the bargaining authority for the employees of the company except office staff and outside salesmen.

The grounds upon which the application was made were that the unit of employees was revised during the processing of the application and that the Board had failed to investigate membership at the time the amendment was made but relied instead on an investigation made when the union first applied for certification.

The facts were that the original application was dated August 10, 1954. By letter dated September 10, the Board advised the union that the application had been amended to describe the unit of employees as "all employees except office staff and outside salesmen". The company argued that the Board should deal with the status of the employees at the date of application to amend and not at the date of its original application, the amendment constituting in effect a new application. The Board took the position that inquiries which it made at the time of the original application to determine who were members of the union was sufficient to allow it to deal with the amended application as it was satisfied that the union represented the majority of employees of the enlarged unit.

Mr. Justice Macfarlane, before whom the motion was heard, held in dismissing the application, that in the circumstances and under this legislation, he could not go behind the position of the Board when it states that it has so satisfied itself and

consider the sufficiency of the evidence on which it acted. He pointed out also that the Labour Relations Act, 1954, authorizes the Board to include additional employees in or exclude employees from a unit. This, he said, was in accordance with principles laid down in previous cases, particularly in *Re International Brotherhood of Electrical Workers' Local 213 & Labour Relations Bd. (B.C.)* (L.G., Jan. p. 83). *General Auto Sales Ltd.* v. *Labour Relations Board,* [1955] 2 DLR 400.

Recent Regulations under Provincial Legislation

British Columbia issues new regulations governing apprenticeship and certification of tradesmen. Saskatchewan revises hours of work orders

In British Columbia, regulations have been issued under the new Apprenticeship and Tradesmen's Qualification Act, which provides for the certification of tradesmen as well as the regulation of contracts of apprenticeship.

In Ontario, the regulation dealing with wage rates for apprentices has been reissued to make separate provision for apprentices in the motor vehicle repairer trade.

The orders under the Hours of Work Act in Saskatchewan which permit exceptions from the standards established in the Act have been reissued with some changes in the method of calculating overtime and in the classes of employees for whom exceptions are made.

Two orders under the Saskatchewan Workmen's Compensation Act approve revisions of the general regulations and of the Board's regulations excluding certain industries from the operation of the Act. Entertainers in establishments such as night clubs have been excluded from the coverage of Part I of the Newfoundland Workmen's Compensation Act.

British Columbia Apprenticeship and Tradesmen's Qualification Act

At the 1955 session of the British Columbia Legislature, the Apprenticeship and Tradesmen's Qualification Act (L.G., June, p. 670) was enacted to replace the Apprenticeship Act of 1935. General regulations under the new Act were approved by O.C. 1660 of July 5, gazetted July 14. They apply to all designated trades and apprenticeship contracts entered into under the Act, whether or not the trades or contracts are covered by special regulations. The Act permits contracts to be entered into, on the application of the employer and prospective apprentice, in other than a designated trade if the Director of Apprenticeship approves.

The regulations provide for the issuing of apprenticeship certificates to apprentices who have satisfactorily completed their terms of apprenticeship and certificates of proficiency to tradesmen who have passed the prescribed examinations. The examination taken by an apprentice to obtain his apprenticeship certificate may, with the approval of the examining board, qualify him for a certificate of proficiency, if one is issued in his trade.

An application for a certificate of proficiency, accompanied by the examination fee, must be sent to the Director. The examination is to consist of theoretical and practical tests of the applicant's knowledge and skill.

Three-member examining boards are to be appointed by the Minister of Labour. The Chairman shall be a member of the Provincial Apprenticeship Committee or the Department of Labour and the other two members shall be chosen from employers and employees, respectively. The chairman and one member shall constitute a quorum. The board may delegate any of its functions to one or more of its members.

When the Director finds an application for examination to be in order, he will refer it to the appropriate examining board. The chairman of the board must report the results of each examination to the Director not later than 10 days following the completion of the examination. The Director must then advise the applicant in writing of the results of the examination.

The hours of work of apprentices shall be the same as those for journeymen in the trade. Overtime pay shall be based *pro rata* on the recognized overtime rate for journeymen.

The period of apprenticeship shall be set out in each contract of apprenticeship. Attendance at prescribed day classes will be counted as part of the time served in an apprenticeship year.

The general regulations under the earlier Apprenticeship Act (L.G., 1936, p. 328) merely set out the obligations of apprentices and of employers. These are also set out in the new regulations with some additional obligations. As previously, an apprentice must attend regularly his place of employment, show due regard for the equipment and goods of the employer, attend any prescribed classes, render good service and notify the proper authority (now the Director) of any difficulty which may occur to interfere with the carrying out of the terms of his contract. The new regulations state further that he shall, subject to the approval of the Provincial Apprenticeship Committee, incur the loss of periodic wage increases for non-attendance at classes and incur the cancellation of his apprenticeship contract for wilful failure to attend classes where such failure could reasonably have been avoided. The apprentice is also required to obey all lawful and reasonable demands and requirements of the employer or supervisor and to notify the Director immediately when he ceases to be employed by the employer to whom he is indentured.

The regulations continue to require the employer to notify the Director when employing a minor or apprentice in any designated trade, to provide adequate training for each apprentice in all branches of the trade in so far as his facilities will permit, to keep each apprentice employed so long as work is available for him, and to notify the Director immediately of any difficulty that occurs to interfere with the carrying out of the terms of the contract. He is now also required to arrange for his apprentices to attend any classes prescribed by the Director; to refrain from employing any person in a designated trade except a journeyman when one or more of his indentured apprentices in the trade is idle; to co-operate with the Director in the transfer of an apprentice; to notify the Director and obtain the approval of the Provincial Apprenticeship Committee before making any changes affecting the apprenticeship contract; and to notify the Director immediately when, for any reason, an apprentice ceases to be employed.

British Columbia Factories Act

December 26 and 27, 1955, and January 2, 1956, have been proclaimed as public holidays on which factories in British Columbia may not remain open except with the written permission of an inspector. The proclamation of June 29, gazetted July 7, was issued under the Factories Act, which specifies certain holidays, including Christmas Day and New Year's Day, and provides for any other day to be declared a holiday by proclamation.

British Columbia Hours of Work Act

The annual regulation exempting the fresh fruit and vegetable industry in British Columbia from the provisions of the Hours of Work Act during the summer months (June 1 to November 30) was issued as Regulation 21 (1955) on May 24, gazetted June 2. The regulation applies to all operations in or incidental to the canning, preserving, drying or packing of any kind of fresh fruit or vegetable.

British Columbia Shops Regulation and Weekly Holiday Act

A proclamation gazetted July 7 under the Shops Regulation and Weekly Holiday Act has declared December 26 and 27 of this year and January 2, 1956, to be holidays on which stores in British Columbia may not carry on business.

Christmas, the day after Christmas, and New Year's Day are among the days specified as holidays in the Act, but Christmas Day, 1955, and New Year's Day, 1956, are both Sundays. The Act provides that other days in addition to the specified holidays may be proclaimed as holidays.

Newfoundland St. John's Shops Act

Saturday closing of shops in St. John's was declared in effect from June 12 by a proclamation made and gazetted June 7. The provision will not apply during the Christmas period or where there is another whole holiday in the same week.

A similar proclamation last year (L.G., Aug. 1954, p. 1158) required shops to close on Saturdays during the summer months only.

Newfoundland Workmen's Compensation Act

Actors and other entertainers in hotels, night clubs, restaurants, taverns and other similar establishments have been excluded from the scope of Part I of the Workmen's Compensation Act in Newfoundland.

Previously, the exclusion applied only to work performed in a theatre or incidental to a theatre engagement by actors, artists, entertainers and members of their company (except "house employees"). The amendment extending the exclusion to other entertainment places was approved June 8 and gazetted June 14.

The amendment to the regulations (L.G., 1951, p. 839) also specifies that an executive officer who is an employee of a corporation may be deemed a workman *upon the application in writing of the corporative employer.* The italicized words are new.

Ontario Apprenticeship Act

Special wage rates have been established for apprentices in the motor vehicle repairer trade in Ontario.

The wage rates are a percentage of the rate for a journeyman employed in the same designated trade or branch of a trade as the apprentice. The new wage rates for apprentices in Branch A (motor mechanic), Branch B (body repairer) or Branch C (electrical and fuel system repairer) are 40 per cent for the first year, 50 per cent for the second, 60 per cent for the third, 70 per cent for the fourth, and 80 per cent for the fifth. The rates for the first three years apply also to apprentices in Branch D (metal worker) where the apprenticeship period is three years rather than five.

An apprentice in Branch A, B or C who, through holding a Secondary School Diploma of the industrial course in automechanics, has qualified for a three-year apprenticeship period may receive 60 per cent for the first year, 70 per cent for the second and 80 per cent for the third.

Previously, apprentices in the motor vehicle repairer trade received the same rates as other apprentices: 30 per cent for the first year, 40 per cent for the second, 50 per cent for the third, 70 per cent for the fourth and 80 per cent for the fifth. Other apprentices will continue to receive these rates.

The amendment to the regulations (L.G., 1954, p. 425; June, p. 681) was approved by O. Reg. 114/55 on June 16, gazetted July 2.

Saskatchewan Hours of Work Act

The 15 orders under the Saskatchewan Hours of Work Act were reissued June 7, gazetted June 17, effective June 20. The Act provides that no employer shall require or permit an employee to work more than eight hours in a day or 44 hours in a week unless he pays him time and one-half his regular rate for hours worked in excess of those limits. The 15 orders are issued under authority given to the Lieutenant-Governor in Council to declare the overtime requirement not to apply to certain areas or classes of employment or to fix different conditions under which the overtime rate is to be paid.

Two changes are common to the revised orders, bringing them into line with the method set out in the Act for computing overtime in a week in which a holiday occurs or in which the total of daily excess hours and weekly excess hours differs. In respect of each week in which falls one of the eight public holidays named in the Minimum Wage Act the number of hours that may be paid for at the regular rate is reduced by eight, and no account is to be taken of any time the employee may have been required to work or be at the disposal of his employer on the holiday. Where overtime is payable after both daily and weekly limits, the new orders provide that where the total of the daily excesses and weekly excess differ, the overtime rate is to be paid in respect of the greater excess. Other changes in some orders are indicated below.

As before, four orders make some exceptions from the overtime pay requirements in certain areas of the province.

Overtime pay is not required in the portion of Saskatchewan north of Township Sixty-two except in Creighton and Lac La Ronge and a five-mile radius from these towns (O.C. 1195/55).

With respect to employment *outside of factories, shops and offices,* in the nine larger towns and 131 other towns with populations of more than 300, the overtime rate is payable after 48 hours in a week. This provision is effective only to August 31, 1955. The same provision applies indefinitely in places under 300 population (O.C. 1208/55).

In *offices,* in places with less than 500 population, a 48-hour week is permitted before an overtime rate is payable; for 83 listed towns between 300 and 500 population, the provision is in force only to August 31, 1955; for smaller centres, indefinitely (O.C. 1209/55).

In *shops,* in cities with a population less than 10,000 and in the nine larger towns and 48 other listed towns and villages with more than 500 inhabitants, employees are permitted to work up to 11 hours on one day of the week, without payment of overtime, provided that overtime is payable after eight hours on other days and after 44 hours in a week. In shops in 83 listed smaller towns, effective to August 31, 1955, and in the smaller centres (with population less than 300) indefinitely, a 48-hour week is permitted without payment of overtime (O.C. 1210/55).

The order providing for complete exemption from the overtime provisions of the Act for certain classes of employees was reissued under authority of O.C. 915/55 of April 26, gazetted May 6, and now again under O.C. 1204/55. In April some changes

were made in the classes exempted. As before, the following are exempted: registered medical practitioners or internes; barristers, solicitors or students at law; retail milk and bread salesmen and delivery men of carbonated beverages whose wages are calculated wholly or partly on a commission basis; all occupations in the logging industry except those carried on in an office, saw or planing mill; janitors or caretakers of residential buildings; occupations in connection with irrigation projects under the Water Rights Act, except in an office; occupations in the geophysical and seismographical industry except in an office. Country cream pick-up drivers are no longer exempted. In regard to construction work, work on a highway from a point outside a town or city into or through a town or city is still exempt but construction work on an airport is no longer listed in the order. Pipe-line construction is also now taken out of the list of complete exemptions and a new order (reported below) has been issued. Travelling occupations formerly exempted are now more specifically defined so that the exemption applies only to a commercial traveller who travels in the course of his duties to two or more towns or cities which are at least ten miles apart. It is specifically stated that the exemption does not apply to the operator of a "commercial vehicle" as defined in the Vehicles Act. The occupation of fishing, as well as the occupation of filleting or preparing fish for market, is now exempted.

Two special orders, as before, exempt specific occupations from the overtime requirement. These occupations are road maintenance by a municipality, now defined as "any occupation engaged in in connection with road maintenance where an employee is employed by a rural municipality and employed solely on road maintenance" (O.C. 1196/55); chartered accountants and students in accounting while they are employed in any place where there is no office of a practising public accountant (O.C. 1197/55).

Other orders exempt certain occupations from the requirement to pay overtime after eight hours in a day and 44 hours in a week but set other limits after which time and one-half must be paid. Employees of swimming pools operated by the City of Regina may work up to 88 hours in a two-week period without payment of overtime between May 15 and September 15 each year (O.C. 1198/55). Employees of the City of Regina in any occupation in connection with public transportation are permitted to work nine hours in a day and 192 hours in a month without overtime (O.C. 1200/55). In garages and service stations in cities, a nine-hour day and a 48-hour week are permitted before overtime becomes payable (O.C. 1201/55). Employees of the Saskatchewan Playgrounds Association engaged in maintaining skating rinks between November 1 and March 31 are required to be paid the overtime rate only after the normal monthly hours of work (O.C. 1202/55).

The 44-hour week may also be averaged over a month for editorial writers, reporters, advertising men and supervisors of delivery boys employed by daily newspapers in cities (O.C. 1203/55).

Workers in creameries located in cities, in poultry processing plants in centres of more than 3,500, and in stockyards, are permitted to work a nine-hour day without payment of overtime and the 44-hour week may be averaged over a month (O.C. 1205/55). For oil truck drivers, the weekly hours in excess of 44 during the busy season may be offset by any lesser number of hours than 44 worked in the slack season, and overtime is calculated on a yearly basis (O.C. 1207/55).

The order relating to transmission pipeline workers, first issued April 26 under O.C. 917/55 and now reissued, applies to "any occupation engaged in, in connection with the constructing or assisting in the construction of a transmission pipe-line where such transmission pipe-line is being constructed from a point or points outside any city, town or village". It does not apply to work in connection with a distribution or service pipe-line. The order permits a 48-hour week before overtime becomes payable (O.C. 1199/55).

Saskatchewan Workmen's Compensation Act

Regulations under the Workmen's Compensation Act in Saskatchewan have been consolidated and revised, following the revision of the Act itself this year (L.G., July, p. 835). New general regulations were approved by O.C. 1438/55 on June 30, gazetted July 8, and effective July 1. An order excluding certain industries from the operation of the Act was approved by O.C. 1439/55 on June 30. These two orders replace regulations issued in 1943, as amended at various times since.

The general regulations set out the administrative procedure with respect to the payment of contributions to the Accident Fund. For the most part, assessments are based upon the amount of an employer's payroll but, as previously, employers

engaged in forest operations are assessed at rates based on the quantity produced during the season.

Little change was made in the list of industries which have been excluded by the Workmen's Compensation Board for such reasons as the sporadic and transient nature of the work and the impracticability of obtaining accurate records.

The industries excluded are: the business of seedsmen, seed-growing, fruit growing, gardening and horticulture; the keeping or breeding of livestock, poultry or bees; the picking, grading, packing, hauling, handling and storage of wool, fowl, fruit or vegetables, or products, other than grain, carried on by producer co-operative associations; hand laundries; barber shops and shoe shine establishments; skating and curling rinks; the operation of educational institutions; the practice of surgery, medicine, dentistry or other healing arts and veterinary work and employees therein; commercial travellers, unless employed by a wholesaler having a warehouse or a manufacturer having a factory within the province; auctioneers; commercial flying; taxidermists; junk dealers; architects; volunteer employees except in mine rescue work; boat and canoe livery; the operation of race tracks, fairs, exhibitions, circuses and travelling shows; fishing, navigation, and related occupations; surveyors and their employees; threshing and hauling of grain from a farm except where the hauling is done by an employer within the scope of the Act; health inspectors; poundkeepers; the operation of swimming pools, wading pools, amusement grounds, gymnasiums and sports clubs; janitors unless employed in an industry within the scope of the Act; and certain fuel wood operations.

Also excluded where less than six workmen are usually employed are drilling or boring of wells for water and mining, other than coal, including prospecting and development work. These two exclusions do not apply when the operations are carried on as part of or incidental to a main industry covered by the Act.

Charitable and non-profit organizations are excluded except as to hospitals operated by them and as to servants, janitors and maintenance employees in buildings used by the organizations.

Construction work carried on by a person not regularly engaged in such work is excluded.

An independent forest operator is excluded provided he produces only one of the following products and produces less than the specified amount: lumber, 10M F.B.M.; pulpwood, boxwood and plywood or veneer logs, 40 cords; fuel wood, 100 cords; ties and anchor logs, 300; fence posts, 7,500; lath and shingle, 50M.

Canadian Railway Board of Adjustment

(Continued from page 1048)

to leave the shop track at beginning of run until final arrival on shop track at end of last run), within nine (9) consecutive hours; and also for all time in excess of nine (9) consecutive hours, computed continuously from the time required to leave the shop track at beginning of run until final arrival on shop track at end of last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one (1) hour. Overtime to be computed on the basis of twelve and one-half (12½) miles per hour. This rule applies regardless of mileage made.

2. Overtime in short turn-around service, no single trip of which exceeds eighty (80) miles, shall be paid for on the minute basis at a rate per hour of one-eighth (⅛) of the daily rate provided, according to class of power.

3. For calculating overtime under this rule the management may designate the initial trip.

The company argued that the engineer's assignment was consistent with the requirements of the service, that the engineer was not required to perform additional service in the handling, manipulation or operation of the steam turbo-generator.

The railway held that the right to designate time for reporting for duty and the right to change that time consistent with the requirements of the service and by proper notice was a prerogative of management.

The company contended, too, that the engineer on this assignment was compensated on a shop track to shop track basis, overtime after nine hours, and as such was paid for all time on duty. The claim, the company said, for duplicate payment cannot be justified by any schedule rule or agreed understanding.

Further investigation by the Board revealed that the service rendered in this case at the turn-around point was confined to the train in question. The Board did not sustain the contention of the employees.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit declined still further in June. Statistics* show 90,380 filed in month, as against 97,623 in May, 114,797 in June 1954

Initial and renewal claims for unemployment insurance benefit declined still further during June.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 90,380 claims were filed in local offices across Canada in June, in comparison with 97,623 claims received during May and 114,797 recorded in June 1954.

On June 30 ordinary claimants numbered 157,132 (106,805 males and 50,327 females), compared with 209,739 (156,899 males and 52,840 females) on May 31 and 199,531 (147,113 males and 52,418 females) on June 30, 1954. On June 30, 1955, there were 24,288 short-time and 4,901 temporary layoff claimants registered.

During June, 88,493 adjudications were recorded on initial and renewal claims, of which 70,522 were "entitlements to benefit". Total non-entitlements for June were 26,071 (including 8,100 disqualifications on revised claims), of which 8,699 were in respect of initial claims on which the basic contribution requirements were not fulfilled. Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,134 cases; "not capable of and not available for work" 3,256 cases; and "not unemployed" 2,617 cases.

New beneficiaries recorded during June totalled 64,865, compared with 89,249 during May and 81,942 during June 1954.

Benefit payments amounting to $12,645,439 were paid during June in respect of 4,113,157 days, as against $19,742,906 and 6,302,107 days during May and $15,702,229 and 5,050,883 days during June 1954.

The average number of beneficiaries per week was estimated at 170·4 thousand for June, compared with 251·2 thousand for May. For the week June 26-July 2, 1954, the number of beneficiaries was estimated at 168·6 thousand.

The average daily rate of benefit for the month of June was $3.07, compared with $3.13 for May and $3.11 for June 1954.

See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards were issued to 2,570,908 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At June 30, employers registered numbered 273,592, an increase of 3,578 during the month.

Enforcement Statistics

During June, 4,457 investigations were conducted by district investigators across Canada. Of these, 3,127 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,330 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 192 cases†, 35 against employers and 157 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 774†.

Unemployment Insurance Fund

Revenue received in June totalled $17,840,418.76, compared with $17,839,084.13 in May and $16,868,980.60 in June 1954. Benefit payments in June amounted to $12,621,798.86, compared with $19,999,190.90 in May and $15,700,885.61 in June 1954. The balance in the fund at June 30 was $827,814,114.26. At May 31, there was a balance of $822,595,494.36 and at June 30, 1954, of $868,408,795.21.

†These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decisions CU-B 1154, June 7, 1955

Summary of the Facts: The claimant, single, 24 years of age, was employed as a cost accountant by a sporting goods firm in Leaside, Ont., a suburb of the city of Toronto, from October 1953 to September 10, 1954.

On September 13, 1954, he registered for employment as a labourer, filed an initial application for benefit and stated that he had left the said employment in order to go back to school to further his studies. The employer confirmed the claimant's reason for separation.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from September 13, 1954, because, in his opinion, he was not available for work within the meaning of Section 29(1)(b) of the Act in that he was attending school.

In his appeal to a court of referees, dated September 23, 1954, the claimant stated that when he left his former job he was merely aspiring for another type of employment, viz., as a teacher, that in order to qualify as such it was necessary for him to take a course at a teachers' college and that he was available for work in the mornings until 1.00 p.m. and again in the evenings from 6.00 p.m. until midnight.

On September 30, 1954, the local office wrote a letter to the claimant wherein it requested information as to the name of the school he was attending, the hours of his attendance and the subjects he was studying.

After waiting for a reasonable period of time and as no reply appeared to have been received from the claimant, the insurance officer allowed the case to proceed to the court of referees, which heard it in Toronto on October 25, 1954. The court, by a unanimous decision, dismissed the appeal on the grounds that the claimant had failed to prove that he was available for work within the meaning of the Act, inasmuch as the hours which he stated he was free to accept employment were not considered normal working hours.

Subsequently, it came to light that the claimant had replied on October 2, 1954, to the local office's inquiry of September 30 and had followed it up with another letter dated October 19, 1954. In these letters he stated that he was attending the Toronto Teachers' College, where he was taking an "Interim First Class Certificate Course", that the course would last for a period of one scholastic year and that, because of his allocation to Form III of Division B of the College, the hours of his attendance were from 1.00 p.m. to 5.30 p.m.

As the court did not have the opportunity of considering the information contained in the claimant's letters of October 2 and 19 when it heard the case on October 25, 1954, the insurance officer referred the case back to the court for a rehearing.

Following this, the insurance officer inquired from the Employment Division of the local office as to the possibilities of placing the claimant in employment during the hours he was available for work. The Employment Division replied on November 3, 1954, that the possibilities of the claimant obtaining morning work were remote, but that employment could be provided in the evenings on a permanent shift from 5.00 p.m. to 1.00 a.m., and all day Saturday.

The claimant attended the rehearing of the case, held in Toronto, Ont., on November 30, 1954. The court's unanimous decision reads as follows:

> It will be noted that the claimant has registered himself with the Employment Service as labourer and states that he is willing to accept any type of work from about 6.00 in the evening until early hours on the following day.
>
> There has been no evidence adduced by the Commission that this claimant has been referred to any employment whatever and we feel that there are opportunities available which the claimant would accept of employment in hotels and restaurants at hours which he could accept employment.
>
> We are unanimously of the opinion that the claimant is available for work within the meaning of the Act.
>
> The claimant's appeal is therefore *Allowed* and the indefinite disqualification of the Insurance Officer *Removed.*

On February 25, 1955, the insurance officer appealed to the Umpire on the following grounds:

> We submit that the court should have been governed by CU-B 765 as the circumstances of this claim are sufficiently similar that the jurisprudence in CU-B 765 should apply. The court's decision gives no indication that CU-B 765 was considered, although it was noted in the submission.

The court appears to have been influenced by the claimant's registration for work as a labourer willing to accept work "from about 6:00 in the evening" and by the fact that the Commission had not notified him of any vacancy. It is submitted that when the court took these matters into consideration it should also have considered that the combined efforts of the claimant and the Commission had failed to place him in employment during the period from September 13 to November 30. This failure indicates that the work which the claimant would accept was not readily available. Thus the insurance officer's decision was verified by subsequent experience.

Conclusions: The essential facts of this case obviously differ from those which are to be found in decision CU-B 765.

In a more recent case, namely, CU-B 1138, I stated that the availability of a claimant who voluntarily leaves his employment to attend a course "must be examined in the light of his intention and mental attitude towards accepting employment while attending the course and of his prospects of employment in respect to the new set of circumstances which he had deliberately created". I could have added also that each such case has to be determined in the light of its own particular circumstances and that no hard and fast rule of adjudication can be laid down which might not eventually come into conflict with common sense and human understanding.

In the present case, I agree with the court of referees that the claimant was available for work on the date he filed his claim for benefit. The hours of his attendance at the course made it possible for him to find work of a kind which there was some probability of obtaining in a city of the size of Toronto, and the fact that, being a cost accountant, he nevertheless registered for work as a labourer *prima facie* showed that he was willing to accept employment.

However, in the absence of any definite evidence that the claimant himself had in the interval endeavoured to secure employment, I find it difficult to reconcile that he could still be regarded as being genuinely interested in working as of the date of the decision of the court of referees. Therefore, without such evidence, the court should have considered that the claimant was no longer available for work within the meaning of the Act as from November 30, 1954.

To this extent, the appeal is allowed.

While the question of the claimant's voluntary separation of September 10, 1954, is not, and could not now rightly be, before me for a decision, I am somewhat surprised that a disqualification was not imposed by the insurance officer under Section 43(1) of the Act.

Decisions CU-B 1161, June 13, 1955

Summary of the Facts: The claimant filed an initial application (postal) for benefit on July 20, 1954, with the local office of the Unemployment Insurance Commission in Winnipeg and stated that he had been employed as a school teacher in Tyndall, Man., from August 25, 1953, to June 30, 1954, when his contract expired. According to the submissions, he moved from Tyndall and took up residence in Saskatoon, Sask., during the latter part of August 1954.

In a report of possible disqualification dated December 3, 1954, the manager of the Saskatoon local office stated in part:

Claimant commenced classes at University of Saskatchewan, 22 Sept. 54, and up to the present date has been in attendance as follows:

Mon., Wed. and Fri.—8.30 a.m. to 12.30 p.m. (Teachers' Course).

Tues., Thurs. and Sat.—9.30 a.m. to 10.30 a.m. (Educational Psychology).

Registered occupation—Salesman. Secondary—Teacher.

Sometime in September (last week), Mr. L. O., contacted the claimant with regard to employment in his secondary occupation, and was informed by (the claimant) that he did not have certification to teach in Saskatchewan. (The claimant) informed Mr.... that he was then in attendance at the College of Education.

(The claimant) states that he considers he has been available for work in his registered occupation from 22 Sept. 54.

The insurance officer notified the claimant, on December 23, 1954, that he was disqualified from receipt of benefit retroactively to September 22, 1954, on the ground that he was not available for work within the meaning of Section 29(1)(b) of the Act in that he was attending classes at the University of Saskatchewan.

The claimant appealed to a court of referees on December 28, 1954, mainly on the ground that he was willing and able to accept full-time employment at any time during the preceding six months.

On January 4, 1955, he made the following written statement:

...My main occupation is that of Research Chemist (8 years) my secondary occupation is Technical Sales. From June '53 to Aug. 1954 I was in constant touch with a Miss, E & P, N.E.S., Winnipeg, Man., with the object of obtaining any suitable employment.

My reason for contacting Miss .... was that during the period Aug. 1953 to June 1954 I was teaching in Manitoba under a letter of authority from the Manitoba Dept. of Education.

This letter of authority was only good for the one year and at the completion of this term I would be unemployed. Miss ..... was unable to obtain suitable employment for me. During the course of discussions with her it was suggested and approved (verbally) that I take a teachers course which would then entitle me to a teaching certificate. At this time I did not make any definite decision or complete any documents regarding this course.... Completion of these courses will be about the first week in May 1955.

...I was not aware that I must first obtain permission from the Commission to attend courses before declaring myself as being unemployed. I also wish to state that as from 22 September 1954 to 6 Jan. 1955 I would be or would have been available for any suitable work offered to me other than teaching, as I am not qualified to teach in this or any province. The period 22 Sept. 54 to 6 Jan. 1955 is the first half of the term in courses mentioned and at any time during this period had I been offered work or had been able to obtain work on my own behalf I could have quit the courses and would have been refunded half the amount of tuition already paid. Actually in the past few years it had not been my intention to take up teaching as a profession and even at this time if I were offered work in my occupation would accept such....

In another statement of the same date, the claimant said that attendance at the courses held on Tuesdays, Thursdays and Saturdays was optional.

The court of referees heard the case in Saskatoon, Sask., on January 19, 1955. Its unanimous decision reads as follows:

(The claimant) appeared before this court and explained that he was willing to give up his tuition on obtaining employment, and had actually applied for certain positions in January 1955. He did not, however, obtain employment or give up his attending of University classes to which he was not directed.

The ruling of this court is, therefore, that the claimant is not available for work, and that in consequence thereof he be disqualified from the receipt of benefit for an indefinite period commencing 22 September 1954, as he has not proved himself available while attending classes at the University of Saskatchewan.

With the permission of the chairman of the court of referees, the claimant, on February 3, 1955, appealed to the Umpire on the following grounds:

(1) That I was directed (verbally) to attend university classes by the Winnipeg office. The fact that I failed to fill in the correct official form directing me to take vocational training was only one of several mistakes made by the Winnipeg office.

(2) That I am not only available for employment at the present time, but have been available for employment at any time during the past seven months.

In a memorandum dated February 17, 1955, the manager of the Winnipeg local office stated in part:

At no time was this appellant directed to attend university. If he had been, he would have been referred to the Special Placements Section which looks after advising people regarding courses to which they could be directed by NES.

Conclusions: In a recent decision, namely, CU-B 1138, I stated that the availability of a claimant who had voluntarily left his employment to attend a course had to be examined "in the light of his intention and mental attitude towards accepting employment while attending the course and of his prospects of employment in respect to the new set of circumstances which he has deliberately created".

In a more recent case, CU-B 1154 (see above), I held that a claimant who had voluntarily separated from his employment for the same purpose, registered for work as a labourer and was free to work in the mornings, and in fact until 1.00 p.m., and in the evenings from 6.00 p.m. until midnight, was available for work for approximately the first six weeks of his claim, inasmuch as "the hours of his attendance at the course made it possible for him to find work of a kind which there was some probability of obtaining in a city of the size of Toronto". I also added: "...Each such case has to be determined in the light of its own particular circumstances and... no hard and fast rule of adjudication can be laid down which might not eventually come into conflict with common sense and human understanding".

In the present case, the evidence discloses that the claimant did not voluntarily leave his employment, that he was ready to accept "any suitable work...other than teaching" and that the hours of his attendance at the course did not prevent him from accepting work each afternoon and evening. The evidence also reveals that he decided to attend university after consultation with the placement officer of the local office and with a view to improving his chances of securing employment, and that, had he been offered work or able to obtain any through his own efforts at any time during the period September 22, 1954, to January 6, 1955, he could have quit the courses. All those circumstances, in my opinion, *prima facie* show that the claimant was willing to accept employment while attending the classes, and it seems that, in the absence of any information whatsoever regarding the condition of the labour

(Continued on page 1074)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 216 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 189 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	$ 970.40
Defence Production (June Report)	171	599,943.00
Defence Production (July Report)	106	667,933.00
Post Office	12	34,155.47
R.C.M.P.	8	172,315.38

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose, of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of $11,943.72 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 291 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Gander Nfld: Eastern Woodworkers Ltd, construction of housing units. *Cornwallis N S:* Rodney Contractors Ltd, construction of school. *Halifax N S:* Pelton & Co Ltd, *exterior painting. *New Glasgow, Stellarton & Trenton N S:* Maritime Sprayers & Decorators, *exterior painting of houses. *Shearwater N S:* Standard Construction Co Ltd, construction of housing units & walks. *Chatham N B:* M F Schurman Co Ltd, construction of MDPR units & all services except electrical distribution. *Ajax Ont:* Civendev Ltd, construction of trunk sewer. *Barriefield Ont:* George Hardy Ltd, construction of apartments. *Fort William Ont:* Terminal Construction Co Ltd, site improvement & planting. *Hagersville Ont:* Niagara Engineering & Construction Co, construction of electrical distribution system, street lighting & fire alarm systems. *Midland Ont:* Thomas Wilcox & Sons Ltd, site improvement & planting. *Niagara-on-the-Lake Ont:* The Combination Painting, Decorating & Cleaning Co, *exterior painting of houses. *Ottawa Ont:* Durie Mosiac & Marble Ltd, *alterations to shower rooms, Laurentian Terrace; Maurice Savard, interior painting of 200 apartment suites, Strathcona Heights; Campbell Steel & Iron Works, *installation of bases under boilers, Strathcona Heights; Rene Robitaille, *interior painting of hallways, Strathcona Heights. *St Catharines Ont:* The Combination Painting, Decorating & Cleaning Co, *exterior painting of houses & woodsheds. *Stratford Ont:* Carl Henry, *exterior painting of houses. *Trenton Ont:* Tatham Co Ltd, construction of school. *Walkerton Ont:* Clifford Wenzel, *exterior painting of houses. *Dundurn Sask:* Little, Borland & Co Ltd, construction of housing units & all services. *Moose Jaw Sask:* Terminal Construction Co Ltd, site improvement & planting. *Lethbridge Alta:* H U Schulz, *exterior painting. *New Westminster B C:* Scotland & Adamson, *preparation & paving, etc of parking lots; Mainland Construction Co Ltd, *supply & installation of storm drainage.

Defence Construction (1951) Limited

Torbay Nfld: Dominion Steel & Coal Corp Ltd, supply & construction of security & perimeter fencing. *Chatham N B:* Parker Bros Ltd, *completion of unit transmitter bldg (painting); Canadian Pittsburg Industries Ltd, *completion of unit transmitter bldg (glazing); Gunters Flooring Service, *completion of unit transmitter bldg (tile & terrazzo flooring); Cosman & Co Ltd, *completion of unit transmitter bldg (sheet metal). *Bedford Basin N S:* Fundy Construction Co Ltd, installation of telephone, fire alarm & security patrol system. *Dartmouth N S:* Foundation Maritime Ltd, construction of physical & recreational training bldg. *Halifax N S:* Fundy Construction Co Ltd, construction of standard drill & recreational hall, RCAF Station. *Sydney N S:* Stephens Construction Ltd, construction of bldgs, net slab & services, Point Edward Naval Base. *Bagotville Que:* Raymond Bourbeau, grading, seeding & sodding, RCAF Station. *Casey Que:* Paquin Construction Co Ltd, construction of water & sewer distribution systems. *St Johns Que:* Franki Compressed Pile Co of Canada Ltd, provision of caisson piles for Academic Bldg; A N Bail Co Ltd, installation of primary electrical substation & underground electrical distribution system & construction of roads, parking areas, etc—College Militaire Royal; A N Bail Co Ltd, construction of service bldg, College Militaire Royal. *Valcartier Que:* Tellier & Groleau, construction of officers' mess & W O's & Sergeants' mess. *Hagersville Ont:*

Canadian Engineering & Contracting Co Ltd, construction of pump house & piping, No 27 COD Sub-Depot. *London Ont:* Ellis-Don Ltd, construction of various bldgs, grading & retaining wall, B & C. *Petawawa Ont:* M Sullivan & Son Ltd, construction of extension to central heating plant. *Rivers Man:* Argo Construction Ltd, construction of hangar. *Winnipeg Man:* Malcom Construction Co Ltd, construction of mess; Albi Applicators Ltd, supply & application of fire retardant material on maintenance hanger & workshops. *Edmonton Alta:* Bennett & White (Alberta) Ltd, construction of pumphouse & reservoir, Griesbach Barracks. *Namao Alta:* Mannix-O'Sullivan Paving Co Ltd, *repairing leak in water line, Supply Depot; Bennett & White (Alberta) Ltd, construction of refuelling tender garage, RCAF Station; Mix Bros Construction Co Ltd, completion of construction of roads & hardstands, RCAF "X" Depot. *Wainwright Alta:* Assiniboia Construction Co Ltd, construction of various bldgs, ammunition magazines & outside services. *Vernon B C:* Storms Contracting Co (Pacific) Ltd, construction of parade square.

Building and Maintenance

Halifax N S: Walker & Hall Ltd, replacement of loading ramp. *Hammonds Plains N S:* Floyd W Wheaton, replacement of guy anchors for aerial masts & bases. *York Redoubt to Purcell Cove N S:* Standard Paving (Maritime) Ltd, road repairs. *Valcartier Que:* Benjamin G Church Ltd, caulking, insulation of roofing & siding of garage (bldg ♯84). *Barriefield Ont:* National Painting & Decorating Ltd, exterior painting of PMQ's, Fort Henry Heights. *Kingston Ont:* National Painting & Decorating Ltd, interior painting of dormitories, Royal Military College. *Oshawa Ont:* G H Godsall Equipment Ltd, supply & installation of generator set, Wireless Station. *Ottawa Ont:* Bedard-Girard Ltd, new transformer vault & electrical distribution system, Beach Bldg. *Petawawa Ont:* Bedard-Girard Ltd, wiring & lighting of magazine area bldgs; Richards-Wilcox Canadian Co Ltd, supply & installation of garage doors, "M" area. *Winnipeg Man:* Malcom Construction Co Ltd, removal & replacement of wooden floors in leantos of various hangers, RCAF Station.

Department of Defence Production

Greenwood N S: Municipal Spraying & Contracting Ltd, spraying of bituminous membrane on bare sand areas, RCAF Station. *Halifax N S:* Purdy Bros Ltd, relocation of high pressure steam boilers in Central Victualling Depot, Heating Plant; Fundy Construction Co Ltd, construction of concrete slab & erection of hut, HMC Dockyard. *Yarmouth N S:* Rodney Contractors Ltd, landscaping, ground improvements & fencing, Armouries. *Chatham N B:* Eastern Landscape Co, *landscaping, RCAF Station. *McGivney N B:* Stirling Electric Ltd, construction of pole line. *Moncton N B:* George H Hamilton & Son, application of tar & gravel roof to bldg, No 5 Supply Depot. *Montreal Que:* Allied Bldg Services Ltd, repair & waterproofing of masonry & brickwork at Victoria Rifles Armoury; Allied Bldg Services Ltd, repair & waterproofing of masonry & brickwork at Armoury (B W) 2067 Bleury St; Allied Bldg Services Ltd, repair & waterproofing of masonry & brickwork at bldg ♯104, Manning Depot; Allied Bldg Services Ltd, repair & waterproofing of masonry & brickwork at Armoury, 760 St Zotique St. *St Hubert Que:* Jean Paul Benoit, exterior painting of bldgs, RCAF Station. *St Johns Que:* Philippe Baillargeon, repair of roads, RCAF Station. *Meaford Ont:* Juniper's Haulage & Excavating, repairs to Warner Road, A F V Range. *Milton Ont:* Ontario Stone Facing Ltd, exterior covering of walls of bldgs at Armouries. *Ottawa Ont:* Colt Contracting Co Ltd, renovation of exterior of bldgs, Beaver Barracks. *Trenton Ont:* P H Davis, bldg alterations, RCAF Station; Willard & Bluj, redecoration of bldgs, RCAF Station. *Rivers Man:* Modern Floor Surfacing Co, sanding, filling, sealing & finishing of floors, CJATC camp. *Winnipeg Man:* Bird Construction Co Ltd, repairs to swimming pool, HMCS "Chippawa". *Moose Jaw Sask:* Redi-Mix Ltd, road construction, RCAF Station; Redi-Mix Ltd, application of asphalt primer & hot mix asphalt, RCAF Station. *Saskatoon Sask:* Patrick Construction Co Ltd, extension of watermains, RCAF Station.

National Harbours Board

Halifax Harbour N S: The Canada Gunite Co Ltd, repairs to concrete piling at pier 2. *Montreal Harbour Que:* Dominion Bridge Co Ltd, widening roadway on downstream side of Jacques Cartier Bridge.

Department of Northern Affairs and National Resources

St Lawrence Islands National Park Ont: A F Simpson, replacement of wharf, Georgina Island. *Banff National Park Alta:* Banff Construction Co, construction of staff residence & public comfort station in Central Park area. *Waterton Lakes National Park Alta:* Lethbridge Construction Co Ltd, construction of superintendent's residence. *Upper & Lower Whitehorse Y T:* Campbell's Ltd, construction of semi-detached staff residences, garages & concrete sidewalks. *Frobisher Bay, Baffin Island, NWT:* The Tower Co Ltd, construction of school, garage & generator bldg.

Department of Public Works

Catalina Nfld: J P Porter Co Ltd, *dredging. *St. Lawrence Nfld:* Gulf Maritime Construction Ltd, construction of wharf. *Windsor Nfld:* Newfoundland Engineering & Construction Co Ltd, construction of post office bldg. *Alberton P E I:* Wm Baglole & Ernest Noy, repairs to railway wharf. *Fishing Cove P E I:* Morrison & McRae Ltd, breakwater improvements. *Graham's Pond P E I:* Lloyd Everett Wellner, *dredging. *Mimineegash P E I:* M C Campbell Construction Co Ltd, repairs to breakwaters. *Naufrage P E I:* Lloyd Everett Wellner, *dredging; Morrison & McRae Ltd, construction of retaining wall. *Poverty Beach P E I:* Morrison & McRae Ltd, construction of breakwater & landing facilities. *Rustico Harbour P E I:* Murray H Smith, wharf repairs. *Rustico North P E I:* Morrison & McRae Ltd, construction of retaining wall. *Tignish P E I:* R A Blyth, breakwater repairs. *Abbott's Harbour N S:* Vincent M Babine, wharf extension. *Ballantyne's Cove N S:* Chisholm Construction Co Ltd, wharf extension & harbour improvements. *Dartmouth N S:* T C Gorman (Nova Scotia) Ltd, construction of jetty, R C N Air Station, HMCS "Shearwater". *Kraut Point N S:* Mosher & Rawding Ltd, wharf extension. *Lunenburg N S:* Atlantic Bridge Co Ltd, *construction of steel pontoons for Dredge "PWD No 12". *Meteghan N S:* Vincent M Babine, breakwater repairs & protection of approach. *Middle Point Cove (Indian Head) N S:* Nova Scotia Sand & Gravel Ltd, breakwater repairs. *Pictou N S:* Ferguson Industries Ltd, *construction of steel tug boat. *Salmon River N S:* Vincent M Babine, breakwater repairs. *Victoria Bridge N S:* H E MacDonald, reconstruction of wharf. *Yarmouth N S:* Kenney Construction Co Ltd, construction of ferry terminal bldg. *Dalhousie N B:* J P Porter Co Ltd, *dredging. *Dipper Harbour N B:* Colin R MacDonald, breakwater repairs & improvements. *Miscou N B:* Connolly Construction Ltd, wharf repairs. *Baie Comeau Que:* Manik Construction Ltd, wharf repairs. *Baie St Paul Que:* Antoine Chatigny, wharf improvements. *Batiscan River Que:* Marine Industries Ltd, *dredging. *Hull Que:* Wilfrid D St-Cyr Ltd, supply & installation of boiler & equipment, Animal Research Station, Laboratory Bldg. *Lac Nomininge Que:* Cummins Construction Co, *dredging. *L'Islet Que:* J P A Normand Inc, construction of protection wall. *Montreal Que:* Anglo-Canadian Window Cleaning Service, cleaning of public bldg; Desourdy Construction Ltd, construction of postal station "Jacques Cartier". *Paspebiac Que:* George K Steele, wharf remedial works. *Port au Persil Que:* Alphonse Montminy, wharf extension. *Richelieu River (Pointe a la Meule) Que:* Marine Industries Ltd, *dredging. *Richelieu River (St Ours) Que:* Marine Industries Ltd, *dredging. *Ste Anne de Sorel (Ile de Grace) Que:* Lucien Lachapelle, *dredging. *Stanhope Que:* Wilfrid Laroche, construction of combined bus terminal & examining warehouse, Customs & Immigration Bldg. *Amherstburg Ont:* Dean Construction Co Ltd, construction of public bldg. *Arnprior Ont:* A H Close & Son, installation of plumbing & heating systems, Bldg No 8, Civil Defence College; Universal Electric, installation of electrical system, Bldg No 8, Civil Defence College. *Bayfield Ont:* R A Blyth, extension to retaining wall. *Newmarket Ont:* Olmsted & Parker Construction Co Ltd, addition & alterations to federal public bldg. *Oshawa Ont:* Canadian Dredge & Dock Co Ltd, *dredging. *Ottawa Ont:* Ross-Meagher Ltd, construction of chemistry, radioactive ores & administration bldg; Wm D'Aoust Construction Ltd, alterations & repairs, Elgin Bldg; A Amyot & Fils, improvements to RCMP Range, Justice Bldg; Edge Ltd, supply & installation of condensate main, replacing unserviceable return mains, Central Heating Plant Tunnel. *Pelee Island Ont:* Detroit River Construction Ltd, repairs to north wharf. *Port Burwell Ont:* Russell Construction Ltd, *dredging. *Port Stanley Ont:* Russell Construction Ltd, *dredging. *Winnipeg Man:* McBain & Jack, renewal of roof & repair of flashing, Customs Examining Warehouse; Bird Construction Co Ltd, construction of garage, Deer Lodge Hospital. *Cumberland House Sask:* Gall's Lumber Yards, construction of RCMP Detachment Bldg. *North Battle-*

ford Sask: The Lino Shop, floor covering, Indian Hospital. *Regina Sask:* Smith Bros & Wilson Ltd, construction of "depot" division mess cafeteria, RCMP-C A 2021. *Saskatoon Sask:* Smith Bros & Wilson Ltd, construction of science service laboratory. *Wynyard Sask:* Diener & Son, addition to public bldg. *Banff National Park Alta:* Mannix Ltd, grading & culverts, Banff-Jasper Highway Mile 16-21. *Banff National Park Alta & Yoho National Park B C:* Western Water Wells Ltd, test drilling at various bridge sites. *Edmonton Alta:* A V Carlson Ltd, alterations to McKenny Bldg. *Lethbridge Alta:* Bird Construction Co Ltd, erection of RCMP Administration Bldg. *Fraser River, Garry Point, B C:* Gilley Bros Ltd, bank protection. *Harrison Lake (Fraser Valley) B C:* Fraser River Pile Driving Co Ltd, breakwater renewal. *Nanaimo B C:* Pacific Piledriving Co Ltd, assembly wharf improvements. *New Westminster B C:* John Manly Ltd, *construction of utility launch for Dredge No 332. *Prince Rupert (Sourdough Bay) B C:* Northwest Construction Ltd, construction of station bldg, Dept of Fisheries. *Refuge Cove (Redonda Island) B C:* Horie & Tynan Construction Ltd, float replacement. *Squitty Bay (Lasqueti Island) B C:* McKenzie Bridge & Derrick Co Ltd, *dredging *Stewart B C:* Skeena River Pile Driving Co, wharf repairs. *Vancouver B C:* George D McLean & Associates Ltd, alterations to seventh floor, Begg Bldg; C J Oliver Ltd, alterations to 1st floor, Winch Bldg. *Victoria B C:* Ove Pedersen, general repairs, painting etc, of various bldgs, Astrophysical Observatory, Saanich Mountain; Ricketts-Sewell Electric Ltd, installation of new lighting, public bldg. *Dawson Y T:* Saanich Plumbing & Heating, alterations to heating system, etc, Administration Bldg.

St. Lawrence Seaway Authority

Lachine Section Que: Miron & Freres Ltee, excavation of channel, station 710+00 to 752+00; Miron & Freres Ltee, excavation of channel & construction of dyke, station 75+00 to 124+00; Walsh-Canadian Construction Co Ltd, excavation of channel & construction of dyke, station 250+00 to 450+00; Northern Construction Co & J W Stewart Ltd, excavation of channel & construction of dyke, station 450+00 to 605+00; A Janin & Cie Ltee, construction of temporary water supply system.

Department of Transport

Baccalieu Island Nfld: S J Clark, construction of dwelling, fog alarm & demolition of old bldgs. *Cape Bay Nfld:* R G McDougall Ltd, construction of dwelling. *Fox Point Nfld:* S J Clark, construction of dwelling. *Jerome Point N S:* R G McDougall Ltd, construction of dwelling, tower & demolition of existing dwelling. *Carleton Point Que:* Marcel Cauvier & J E Keays, construction of dwellings. *Dorval Que:* The Highway Paving Co Ltd, additional airport development. *Egg Island Que:* Arthur Lafontaine & Ovide Fortin, construction of dwelling & light tower. *Quebec Que:* Davie Shipbuilding Ltd, construction of lighthouse & supply & buoy vessel. *Earlton Ont:* Walter R. Grieve, airport lighting. *London Ont:* Towland Construction Co Ltd, additional airport development. *Lulu Island B C:* B C Weed & Brush Control Ltd, clearing lands of transmitting station. *Vancouver B C:* Columbia Bitulithic Ltd, additional airport development. *Coral Harbour N W T:* The Tower Co Ltd, prefabrication, etc, of sleeping quarters bldg & power house.

Decisions of Umpire

(Continued from page 1069)

market in Saskatoon during the latter-mentioned period, I must assume that work of the kind which he was desirous of procuring then existed in that city. He was, therefore, available for work within the meaning of Section 29(1)(b) of the Act on September 22, 1954.

However, even though the lack of information regarding the condition of the labour market makes it difficult for me to determine precisely when a reasonable period of time in which to obtain work could be deemed to have elapsed, I feel that such period should be limited to three months, after which period the claimant's inability to secure employment should be regarded as being mainly due to "the new set of circumstances which he had deliberately created".

The appeal is allowed to the extent that the claimant is held to have been available for work for the period September 22 to December 21, 1954, inclusive.

Wages, Hours and Working Conditions

Salaries of Office Workers in Manufacturing, 6 Cities, 1954

Modest increase for most occupations in 1954 noted in six selected cities. Average decrease shown for some occupations resulted partly from shifts in number of workers at various salaries within occupation

A modest salary increase during 1954 for some office worker occupations was noted in a study in six selected cities. For some occupations, an average decrease was recorded; this resulted in part from shifts in the number of workers at various salaries.

The study was based on returns from representative employers in the annual wage and salary survey by the Economics and Research Branch for October 1, 1954. Approximately 6,700 establishments employing about 196,000 office workers were included in the survey.

The accompanying table shows salaries and salary ranges for 32 representative office occupations, 11 male and 21 female. In the six selected cities there were 8,750 male and 19,827 female employees; the totals by city were: Halifax, 225; Montreal, 12,309; Toronto, 11,554; Winnipeg, 1,926; Edmonton, 732; and Vancouver, 1,831.

Only three of the 18 decreases noted in the six cities occurred in Montreal and Toronto, the two largest manufacturing centres. A comparison of the average weekly salaries for male office clerks, the largest occupational class, in these two cities gives an indication of the variation in salary trends between 1953 and 1954. For Montreal, the rates for the two years are:

	1953	1954	Per cent Change
	$	$	
Senior	72.39	71.92	−0·6
Intermediate	55.68	58.17	+4·5
Junior	36.57	38.90	+6·4

and for Toronto:

	1953	1954	Per cent Change
	$	$	
Senior	68.78	71.15	+3·4
Intermediate	53.97	56.78	+5·2
Junior	39.87	43.01	+7·9

Salaries for male bookkeepers in Toronto showed an increase of approximately 10 per cent over the previous year, whereas in Montreal the increase for the same occupation was approximately 2 per cent.

Salaries for private secretaries and bookkeepers, two female job categories, had an average increase in all five centres (Edmonton was not included in 1953 article). There was a wider inter-city variation in gains for private secretaries than for bookkeepers, but increases were greater for bookkeepers. Average weekly salaries for private secretaries in the two years were as follows:

	1953	1954	Per cent Increase
	$	$	
Halifax	45.04	45.40	0·8
Montreal	58.45	61.20	4·7
Toronto	58.20	58.37	0·3
Winnipeg	50.81	51.40	1·2
Vancouver	53.30	55.81	4·7

and for all grades of female bookkeepers:

	1953	1954	Per cent Increase
	$	$	
Halifax	40.52	42.60	5·1
Montreal	48.16	51.05	6·0
Toronto	48.46	52.12	7·6
Winnipeg	41.61	44.18	6·2
Vancouver	47.43	49.56	4·5

Two occupations have been added since the last article was published on this subject (L.G., Sept. 1954, p. 1314) and one other—female secretarial stenographers—was dropped. Edmonton was included this year in order to have a better representation from the Prairie Provinces and because of its importance among those cities showing great industrial expansion in the post-war period.

The figures reveal that among the male job classes covered in this analysis, salary levels were highest for senior office clerks,

WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING IN SIX SELECTED CITIES, OCTOBER 1954

Occupation	Halifax		Montreal		Toronto		Winnipeg		Edmonton		Vancouver	
	Average Rate Per Week	Range of Rates Per Week	Average Rate Per Week	Range of Rates per Week	Average Rate Per Week	Range of Rates Per Week	Average Rate Per Week	Range of Rates Per Week	Average Rate Per Week	Range of Rates Per Week	Average Rate Per Week	Range of Rates Per Week
	$	$	$	$	$	$	$	$	$	$	$	$
Bookkeeper-Senior, Male	53.84	45.00—64.62	67.94	50.00—85.57	70.17	55.00—86.54	66.58	47.31—87.50	68.49	48.46—85.38	74.17	54.23—92.31
" " Female	45.70	40.00—55.00	56.28	43.00—70.00	55.79	45.00—69.00	48.51	40.00—62.50	53.63	41.00—75.50	53.08	51.54—69.23
" Junior, Male	43.10	34.62—57.69	50.30	39.23—65.00	57.76	45.00—75.00	47.13	33.46—64.62	62.66	46.20—72 00	56.06	42.69—65.77
" " , Female	39.15	34.62—45.23	43.05	32.50—51.92	45.50	37.50—53.08	39.08	30.00—48.46	42.03	35.00—46.15	44.96	38.25—51.92
Cost Clerk, Male	56.53	40.00—71.54	67.02	45.00—85.49	62 80	46.15—80.00	59.54	40 00—78.00	64.83	51.92—87 00	63.10	39.23—83 52
" " Female	.....	.....	45.40	32.00—57.69	48.52	38.00—59.60	42.17	40.38—46.15	40.47	34.62—42.00	40.52	32.50—47.50
Filing Clerk, Male	.....	.....	34.94	25.00—45 00	41.03	37 50—45.00	.....	.....	.....	.....	.....	.....
" " Female	.....	.....	35.29	28.00—44.08	38.74	29.54—40.00	29.42	25.00—35.00	.....	.....	32.65	25.38—39.23
General Office Clerk, Senior Male	58.99	50.00—75.00	71.92	54.00—91.12	71.15	56 08—88.00	68.83	48.47—89.00	61.64	50.00—77.00	75.53	57.50—96.00
" " " , Senior, Female	38.98	33.00—43.85	56.61	42.50—72.56	52.21	40.00—65.35	42.45	36.92—50.00	48.69	41.54—63.46	50.80	40.38—63.50
" " " Intermediate, Male	48.08	36.92—63.00	58.17	43.85—73.85	56.78	45.00—68.58	53.19	38.08—69.00	57.66	40.00—78.10	58.34	45.00—75.00
" " " , Intermediate, Female	36.67	28.00—39.23	46.07	35.00—59.97	44 91	37.00—53.47	38.24	33.46—43 00	39.95	31.15—51.25	41.83	36.92—48 69
" " " , Junior, Male	35.67	28.85—43.85	38.90	30 00—49.62	43.01	34 62—52.00	36 62	27.69—46.00	42.02	32.31—52.00	38.56	30.00—46.15
" " " , Junior, Female	30.71	26.00—36.92	35 70	26.54—44.80	38.24	31.19—45.00	30.96	25 00—35.77	38.71	31.15—49 70	33.85	28.85—43.85
Machine Operator, Billing, Female	.....	.....	42 57	32.31—50.64	44.77	36.94—54 23	36.89	28.85—45.00	48.38	35.77—52.50	43.34	36 92—50.77
" " Bookkeeping, Female	.....	.....	46.15	36 92—55.00	48 53	42 00—57.23	40.21	33.46—46.16	43.25	37.50—49.96	44.81	36.92—54.00
" " Calculating, Female	.....	.....	45.14	37.00—54.00	47.44	40 00—56.54	39.59	30.60—50.00	42.47	34.62—51.00	44.71	37.38—53.50
" " Key Punch, Female	.....	.....	43.15	35.00—50.00	46.16	37.38—54.00	.....	.....	.....	.....	42.30	35.77—46.15
" " Multilith, Male	.....	.....	50.49	32.31—70.00	52.15	39.00—65.08	58.64	46.14—68.40	.....	.....	.....	.....
" " Tabulating, Female	.....	.....	51.43	42.00—59.97	55.40	46.50—63.00	.....	.....	.....	.....	50.03	45.23—52.00
Material Record Clerk, Male	.....	.....	57.11	40.00—73.85	59.82	42.50—76.62	50.64	34.00—74.00	60.49	40.38—80.85	62.67	42.00—86.35
" " " Female	41.56	34.62—45.46	43.52	35.77—53.85	43.85	36.46—52.39	39.31	28.85—55.00	40.10	34.62—43.85	41.10	33.95—51.00
Order Clerk, Male	.....	.....	56.88	38.46—76.62	60.65	42.00—84.69	52.03	37.50—70.00	55.29	40.00—72 70	61.63	45.00—80.77
" " Female	.....	.....	43.73	33.00—56.00	45.32	36.00—55.00	32.39	25.38—45.00	44.03	40.00—51.75	40.43	33.46—51.92
Payroll Clerk, Male	.....	.....	56.91	38.00—75.00	58.01	42.00—76.15	53.85	34.62—69.23	64.37	57.50—75.23	58.78	42.46—75.00
" " Female	38.13	35.00—43.85	44.61	32.00—59.77	47.34	37.64—57.69	39.54	30.17—49.62	43.61	36.92—51.92	44.87	34.15—56.54
Secretary (Private Secretary) Female	45.40	37.29—56.54	61.20	49.85—75.00	58.37	46.15—71.54	51.40	42.69—59.31	54.29	46.15—57.69	55.81	42.69—73.50
Stenographer-Senior, Female	39.41	33.46—46.15	50.56	41.00—59.97	50.18	42.50—59.00	43.78	36.92—51.92	45.28	38.08—54.95	46.21	39.23—54.23
" -Junior, Female	31.20	25 00—38.08	43.85	36.92—51.66	43.02	36.92—49.62	36.01	30.50—42.00	41.51	32.31—49.62	39.42	34.62—43.85
Telephone Switchboard Operator, Female	36.37	30.00—45.00	42.57	35.00—53.00	44.21	36.92—53.00	34.89	28.85—40.38	40.58	35.77—47.60	40.64	34.62—47.50
Typist-Senior, Female	41.03	40.00—45.00	43.56	36.92—50.77	44.57	39.00—51.00	41.51	34.62—49.62	41.27	38.00—50.00	40.74	34.62—48.00
" Junior, Female	32.46	.....	37.97	31.20—44.80	38.28	32.48—45.00	32.62	27 69—40.38	36.74	31.15—41.54	35.63	28.85—43.85

senior bookkeepers, and cost clerks. Junior clerks and filing clerks were at the low end of the salary scale, although it should be noted that there are very few males employed in the last category.

Among the female job classes covered, average salaries for private secretaries, senior bookkeepers, and senior office clerks were generally at the highest level, and that salaries for junior clerks, filing clerks, and junior typists at the lowest level. In the office appliance group, billing machine operators received lower salaries than bookkeeping and calculating machine operators, the difference in the averages ranging from two to three dollars per week. Material record, order, and payroll clerks showed very little variation in average salaries in Montreal. In the other cities, however, lower salaries for material record clerks was the tendency.

There were wide variations in quite a few cases in the average salaries of similar occupations among the six cities. Male senior bookkeepers averaged close to $74 a week in Vancouver, the highest paying centre, and less than $54 in Halifax. In general, Montreal and Toronto were the two highest paying cities, followed closely by Vancouver and Edmonton. This pattern is evident for most of the occupations involved, except in the case of women performing stenographic-typing work. Here, the differential was substantially greater, averaging two to four dollars more per week in Montreal and Toronto than in Edmonton and Vancouver.

Strikes and Lockouts

Canada, July 1955*

Time lost in work stoppages resulting from labour-management disputes increased sharply during July as compared with the previous month and with July 1954, although the number of disputes in existence was about the same in each period. Two-thirds of the total idleness in July 1955 was caused by five stoppages involving: aircraft factory workers at Downsview (Toronto), Ont.; cellulose products factory workers at Shawinigan Falls, Que.; pulp and paper mill workers at Shawinigan Falls and Grand'Mère, Que.; steel mill workers at Sault Ste. Marie, Ont; and seamen at Vancouver, B.C.

The issue of increased wages was a factor in 18 of the 32 stoppages in existence during July. Of the other disputes, four arose over reduced wages, four over dismissal of workers, four over union questions and two over causes affecting conditions of work.

Preliminary figures for July 1955 show a total of 32 strikes and lockouts in existence, involving 10,913 workers, with a time loss of 96,335 man-days, compared with 29 strikes and lockouts in June 1955, with 5,664 workers involved and a loss of 47,355 days. In July 1954 there were 30 strikes and lockouts, 6,658 workers involved and a loss of 54,146 days.

See Tables G-1 and G-2 at back of book.

For the first seven months of 1955 preliminary figures show a total of 92 strikes and lockouts, involving 29,411 workers and a loss of 462,323 man-days. In the same period in 1954 there were 114 strikes and lockouts, 30,283 workers involved and a loss of 421,701 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in July 1955 was 0·12 per cent of the estimated working time; June 1955 and July 1954, 0·06 per cent; the first seven months of 1955, 0·08 per cent; and the first seven months of 1954, 0·07 per cent.

Of the 32 stoppages in existence during July, seven were settled in favour of the workers, four in favour of the employers, six were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 11 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in May 1955 was 257 and nine were still in progress from the previous month, making a total of 266 during the month. In all stoppages of work in progress, 201,500 workers were involved and a time loss of 838,000 days caused.

Of the 257 disputes leading to stoppages of work that began in May, 18, directly involving 47,500 workers, arose over demands for advances in wages, and 144, directly involving 35,900 workers, over other wage questions; four, directly involving 800 workers, over questions as to working hours; 14, directly involving 26,900 workers, over questions respecting the employment of particular classes or persons; 72, directly involving 6,600 workers, over other questions respecting working arrangements; four, directly involving 1,300 workers, over questions of trade union principle; and one, directly involving 77,300 workers, was in support of workers involved in another dispute.

New Zealand

The New Zealand *Monthly Abstract of Statistics* for May 1955 reports a total of 20 industrial disputes resulting in work stoppages during the first quarter of 1955, involving 5,209 workers and a loss of 9,881 working days.

United States

Preliminary figures for June 1955 show 500 work stoppages resulting from labour-management disputes beginning in the month, involving 500,000 workers. The time loss for all work stoppages in progress during the month was 3,400,000 man-days. Corresponding figures for May 1955 were 375 stoppages involving 170,000 workers and a loss of 2,600,000 days.

Prices and the Cost of Living*

Consumer Price Index, August 1, 1955

The consumer price index (1949-=100) advanced 0·3 per cent from 116·0 to 116·4 between July 2 and August 1, 1955. The change was mainly attributable to the food index, which increased from 111·5 to 112·4.

In August 1954 the consumer price index stood at 117·0 and the food component at 114·4.

Among food items, increases were registered by butter, eggs, grapefruit and most cuts of beef and lamb, while decreases occurred in margarine, apples and fresh vegetables, notably tomatoes and potatoes.

The shelter series advanced slightly as the home-ownership component moved up fractionally and rents were unchanged. Prices for most clothing items were unchanged in August; a few slight changes balanced each other to leave the clothing index at 107·8. The household operation index also remained unchanged between July 2 and August 1, a fractional increase in coal being insufficient to change the group index from its July level of 115·8. Other commodities and services advanced 0·3 per cent from 117·7 to 118·0, as increased street car and taxi fares and higher hospital rates more than outweighed a slight decrease in the price of gasoline.

The index one year earlier (August 2, 1954) was 117·0. Group indexes on that date were: food 114·4, shelter 127·0, clothing 109·6, household operation 117·2, and other commodities and services 117·7.

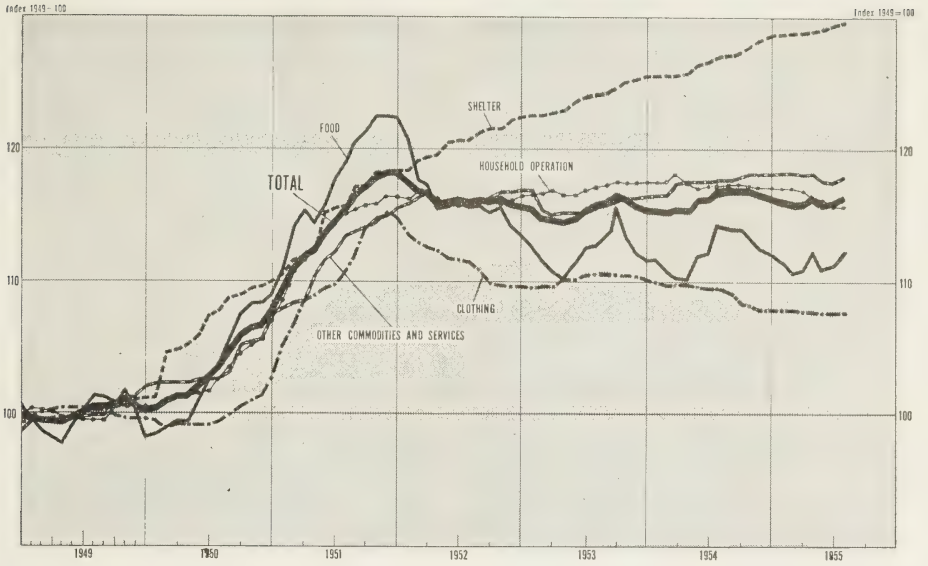
City Consumer Price Indexes, July 1955

Consumer price indexes for seven of the ten regional cities advanced between June 1 and July 2, 1955, two were unchanged and one declined. Advances ranged from 0·1 per cent in Ottawa and Halifax to 0·4 per cent in Winnipeg, with the decline in Vancouver being 0·3 per cent.

Food indexes were higher in all cities but St. John's and Saint John. Egg prices were substantially higher in most cities. Fruit and vegetable prices were generally higher, lower prices for potatoes in most cities being an exception. Meat prices, particularly those for pork, were higher.

*See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



The July clothing indexes showed little change from those of the previous month. There were slight declines in Winnipeg and Toronto and unchanged indexes in the other eight cities. Shelter indexes were slightly higher in seven cities, unchanged in three.

Household operation indexes varied. A decline in the Vancouver index resulted from lower prices for wood fuel, and an advance in St. John's coal prices was reflected in a higher index in that city. Increased telephone rates in Winnipeg advanced its index.

The other commodities and services indexes were slightly lower in five cities, unchanged in four. The small increase in St. John's resulted mainly from higher prices for hair cuts.

Regional consumer price index point changes between June 1 and July 2 were as follows: Winnipeg +0·5 to 115·5; Montreal +0·4 to 116·7; Toronto +0·4 to 118·7; Edmonton-Calgary +0·3 to 114·1; St. John's +0·2 to 104·5; Halifax +0·1 to 114·7; Ottawa +0·1 to 117·0; Vancouver −0·3 to 116·5. Saint John and Saskatoon-Regina remained unchanged at 117·3 and 114·3 respectively.

Wholesale Prices, July 1955

Wholesale prices averaged a slight 0·1 per cent less in July than in June, the general index (1935-39=100) declining to 218·4 from 218·7.

*On base June 1951=100.

Animal product prices averaged 1·1 per cent lower and vegetable product prices receded 0·4 per cent. Prices of chemicals and allied products declined 0·1 per cent but non-ferrous metal prices rose 0·3 per cent. Both wood, wood products and paper prices and non-metallic mineral prices moved up 0·2 per cent. Iron and iron product prices rose 0·1 per cent. Fibres, textiles and textile product prices showed no over-all change.

Farm Products

Prices of farm products at terminal markets averaged 1·1 per cent lower in July than in June, the index on the 1935-39 base dropping to 209·8 from 212·2. Substantial decreases in eastern potatoes and grains and smaller decreases in hay and western potatoes and grains resulted in a 2·5 per cent reduction in field product prices. Animal product prices fell 0·2 per cent, decreases in calves, hogs and lambs outweighing increases in eggs, steers, poultry and eastern cheese milk.

Building Materials

Residential building material prices averaged 0·3 per cent higher in July than in June, gains in spruce lumber, cedar shingles and metal weatherstripping more than offsetting declines in some electrical fixtures. Non-residential building material prices rose 0·2 per cent, largely due to increases in spruce and pine lumber, electrical conduit, galvanized sheets and rubber tile.

U.S. Consumer Price Index, July 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, rose 0·3 per cent between mid-June and mid-July, from 114·4 to 114·7 (1947-49=100). The index last July was 115·2.

Higher prices were recorded for most fresh fruits and for such items as men's haircuts and home permanent wave refill kits. Cost of housing, household operation and medical care reached record levels.

U.K. Index of Retail Prices, May 1955

The index of retail prices compiled by the British Ministry of Labour dropped 0·2 per cent between mid-April and mid-June, from 110·8 to 110·6 (January 1952=100). The index, however, was still 3·9 per cent above that for May 1954.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in THE LABOUR GAZETTE.

List No. 85.

Biographies

1. **Matusow, Harvey Marshall.** *False Witness.* 1st ed. New York, Cameron & Kann; distributed by Cameron Associates, 1955. Pp. 255. Autobiography of an ex-Communist professional witness who appeared before many U.S. Congressional Investigation Committees.

2. **Nestor, Agnes.** *Woman's Labor Leader, an Autobiography.* Rockford, Ill., Bellevue Books Pub. Co., 1954. Pp. 307. Miss Nestor was the head of Chicago Women's Trade Union League for 35 years from 1913 till her death in 1948.

3. **Nevins, Allan.** *Ford: the Times, the Man, the Company,* by Allan Nevins with the collaboration of Frank Ernest Hill. New York, Scribner, 1954. Pp. 688.

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4. **Canada. Civil Service Commission. Organization and Methods Service.** *Manual of Forms Design and Control.* Ottawa, Queen's Printer, 1955. Pp. 61.

5. **Canada. Civil Service Commission. Organization and Methods Service.** *Manual on Filing Services.* Ottawa, Queen's Printer, 1955. Pp. 42.

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6. **Saskatchewan Civil Service Association.** *Proceedings and Minutes of the Forty-Second Annual Convention held in . . . Regina, May 18, 19 and 20, 1955.* Regina, 1955. Pp. 123.

7. **U.S. Civil Service Commission.** *Pay Structure of the Federal Civil Service, June 30, 1953.* Washington, 1954. Pp. 32.

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8. **Lovell, Hugh Gilbert.** *Collective Bargaining in the Motion Picture Industry, a Struggle for Stability,* by Hugh Lovell and Tasile Carter. Berkeley, Institute of Industrial Relations, University of California, c1955. Pp. 54.

9. **Princeton University. Industrial Relations Section.** *Union Decisions in Collective Bargaining,* by Robert R. France. Princeton, 1955. Pp. 49.

10. **Quebec (City). Université Laval. Faculté Des Sciences Sociales. Departement Des Relations Industrielles.** *Le Règlement des Conflits de Droit.* Quebec, Les Presses Universitaires de Laval, 1954. Pp. 137. At head of title: Neuvième Congrès des Relations Industrielles de Laval.

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12. **United Nations. Department of Economic and Social Affairs.** *Processes and Problems of Industrialization in Under-Developed Countries, 1955.* New York, 1955. Pp. 152.

13. **United Nations. Economic Commission for Asia and the Far East.** *Economic Survey of Asia and the Far East, 1954.* Prepared by the Secretariat, Economic Commission for Asia and the Far East. Bangkok, 1955. Pp. 223.

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14. **American Labor Education Service, Inc., New York.** *Annual Report for the Year 1954.* New York, 1955. Pp. 11.

15. **International Federation of Workers' Educational Associations.** *Outline Report of the Proceedings at the Second General Conference held at ...Paris on May 12th, 13th, 14th and 15th, 1950.* Report of the Secretariat and Executive Committee, 1947-1950. London, 1951. Pp. 49.

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16. **Congress of Industrial Organizations. Committee on Economic Policy.** *Automation.* Washington, 1955. Pp. 24.

17. **European Productivity Agency.** *Report on the First Meeting of Technical Information Officers held at the Department for Scientific and Industrial Research, London, from 27th September to 1st October 1954.* Paris, Organization for European Economic Co-Operation, 1955. Pp. 68.

18. **Gomberg, William.** *A Trade Union Analysis of Time Study.* With a foreword by David Dubinsky. 2d ed. New York, Prentice-Hall, 1955. Pp. 318.

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19. **Flippo, Edwin B.** *Profit Sharing in American Business: a Study of Methods used to maintain and sustain Profit Sharing Plans.* Columbus, Ohio, Bureau of Business Research, College of Commerce and Administration, Ohio State University, 1954, c1955. Pp. 183.

20. **Gray, Robert Davis.** *How to get the Most out of the Benefit Plan Dollar.* Pasadena, California Institute of Technology, Industrial Relations Section, 1950. Pp. 8.

21. **Gray, Robert Davis.** *What Employees think of Suggestion Plans.* An address presented under the auspices of the Suggestion Plans Association of Southern California. Pasadena, California Institute of Technology [n.d.] Pp. 9.

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24. **Hersey, Rexford Brammer.** *Zest for Work; Industry rediscovers the Individual.* 1st ed. New York, Harper, 1955. Pp. 270. A study of human relations in industry.

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25. **Minnesota. University. Industrial Relations Center.** *The Ten-Year Story of I R C.* Roberta J. Nelson, editor, assisted by members of the staff of the Industrial Relations Center. Minneapolis, Published for the Industrial Relations Center by the University of Minnesota Press, 1955. Pp. 40. The history of the Industrial Relations Center.

26. **Toledo. Labor-Management-Citizens Committee.** *The Toledo Plan for Industrial Harmony.* Toledo, 1954. Pp. 16.

27. **Witte, Edwin Emil.** *The Evolution of Managerial Ideas in Industrial Relations.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1954. Pp. 22.

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28. **Spriegel, William Robert.** *Job Evaluation in Municipalities,* by William R. Spriegel and E. Lanham. Austin, Bureau of Business Research, College of Business Administration, University of Texas, 1954. Pp. 122.

29. **Spriegel, William Robert.** *Job Evaluation in Utility Companies, by William R. Spriegel and E. Lanham.* Austin, Bureau of Business Research, College of Business Administration, Univeristy of Texas, 1954. Pp. 132.

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31. **U.S. Bureau of Labor Standards.** *Annual Digest of State and Federal Labor Legislation,* July 1, 1953 to September 30, 1954. Washington, G.P.O., 1955. Pp. 83.

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36. **Strauss, George.** *Factors in the Unionization of a Utilities Company, a Case Study.* Ithaca, Cornell University, New York State School of Industrial and Labor Relations, 1953. Pp. 17-25.

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37. **Council for Technological Advancement.** *Population and Labor-Force Trends.* Chicago, 1955. Pp. 21.

38. **Council for Technological Advancement.** *Trends in Technology and Employment.* Chicago, 1954. Pp. 24.

39. **Moore, David G.** *The Professional Employees in Industry,* by David G. Moore and Richard Renck. Chicago, University of Chicago, Industrial Relations Center, 1955. Pp. 58-66.

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41. **Australian Stevedoring Industry Board.** *Fifth Report with Financial Accounts, Year ended 30th June 1954.* Sydney, 1955. Pp. 41.

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Labour Statistics

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TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 18, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,615	110	419	1,586	2,048	992	460
Agricultural	885	*	47	188	248	368	30
Non-Agricultural	4,730	106	372	1,398	1,800	624	430
Males	4,338	91	331	1,227	1,538	798	353
Agricultural	836	*	45	181	229	350	27
Non-Agricultural	3,502	87	286	1,046	1,309	448	326
Females	1,277	19	88	359	510	194	107
Agricultural	49	*	*	*	19	18	*
Non-Agricultural	1,228	19	86	352	491	176	104
All Ages	5,615	110	419	1,586	2,048	992	460
14—19 years	547	14	43	184	186	84	36
20—24 years	741	17	51	241	249	133	50
25—44 years	2,606	52	189	738	949	459	219
45—64 years	1,510	24	114	384	577	276	135
65 years and over	211	*	22	39	87	40	20
Persons with Jobs							
All status groups	5,458	106	402	1,519	2,007	977	447
Males	4,208	87	315	1,171	1,506	786	343
Females	1,250	19	87	348	501	191	104
Agricultural	881	*	47	187	247	366	30
Non-Agricultural	4,577	102	355	1,332	1,760	611	417
Paid Workers	4,192	89	315	1,191	1,646	573	378
Males	3,073	72	240	877	1,190	410	284
Females	1,119	17	75	314	456	163	94
Persons Without Jobs and Seeking Work							
Both Sexes	157	*	17	67	41	15	13
Persons not in the Labour Force							
Both Sexes	4,907	142	443	1,384	1,593	899	446
Males	903	40	90	236	263	175	99
Females	4,004	102	353	1,148	1,330	724	347

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week Ended June 18, 1955		Week Ended May 21, 1955		Week Ended June 19, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	175	162	228	211	209	194
Without Jobs	157	147	213	197	186	173
Under 1 month	54	.....	50	.....	68	.....
1— 3 months	44	.....	65	.....	52	.....
4— 6 months	27	.....	55	.....	33	.....
7—12 months	29	.....	30	.....	27	.....
13—18 months	*	.....	*	.....	*	.....
19—and over	*	.....	*	.....	*	.....
Worked	18	15	15	14	23	21
1—14 hours	*	*	*	*	*	*
15—34 hours	12	*	11	10	16	15

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.
* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—May	66	320	67	257	235	35	980
June	72	325	70	264	242	36	1,009
July	77	324	77	266	237	36	1,017
August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013
May	69	340	72	273	258	37	1,049

Industrial Standards Acts

(Continued from page 1057)

for a 40-hour work week. A new schedule for lathers at Ottawa revoked that which was last gazetted in 1953 and replaced the minimum rate of $1.85 for lathers with the new minimum rates of $2.15 per hour for metal-lathing, $1.90 per hour for other work during regular periods and for night work; weekly hours were unchanged at 40.

A new schedule for carpenters at Moose Jaw increased the minimum rate by 5 cents to $1.95 per hour; time and one-half was provided for overtime in excess of eight hours daily or 40 per week.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,518,533.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1, 1955	105·7	150·0	141·2	60.68	106·5	154·2	143·9	63.28
May 1, 1955	107·4	153·1	141·9	60.96	107·3	156·6	145·1	63.81
June 1, 1955	111·4	158·3	141·4	60.76	109·2	158·7	144·5	63.53

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1955	May 1 1955	June 1 1954	June 1 1955	May 1 1955	June 1 1954
(a) Provinces						
Newfoundland	129·6	118·8	122·2	53.22	54.50	54.69
Prince Edward Island	115·3	107·6	111·0	47.55	47.72	45.16
Nova Scotia	96·5	91·6	96·1	50.63	51.32	49.08
New Brunswick	99·3	93·9	95·4	51.46	52.39	49.48
Quebec	110·0	105·3	107·7	57.91	58.45	55.61
Ontario	112·8	110·3	110·7	63.62	63.64	60.67
Manitoba	104·8	101·2	103·2	58.02	57.94	55.82
Saskatchewan	116·9	108·7	116·9	57.71	56.81	55.56
Alberta	129·7	121·0	124·7	61.27	60.66	59.25
British Columbia	110·3	106·2	106·3	65.81	65.82	65.05
Canada	111·4	107·4	109·0	60.76	60.96	58.42
(b) Metropolitan Areas						
St. John's	112·3	112·3	110·3	44.75	45.68	44.21
Sydney	92·5	92·5	91·8	61.32	60.69	59.62
Halifax	108·5	108·7	109·4	49.61	49.39	47.31
Saint John	98·4	103·8	94·1	51.48	51.07	45.73
Quebec	108·0	106·1	111·5	50.51	50.55	48.43
Sherbrooke	103·5	99·8	97·3	49.70	49.86	45.99
Three Rivers	105·0	102·8	102·1	57.08	57.06	55.37
Drummondville	74·7	74·6	66·4	52.17	52.83	51.56
Montreal	112·5	110·7	110·8	59.18	59.67	56.61
Ottawa—Hull	113·2	110·3	110·1	56.26	55.74	53.82
Peterborough	94·7	93 2	97·8	63.29	63.87	61.74
Oshawa	161·0	160·5	155·4	70.64	68.75	63.05
Niagara Falls	119·9	115·9	146·7	67.65	68.96	65.97
St. Catharines	116·3	114·7	110·0	71.07	69.89	66.70
Toronto	120·6	119·5	120·1	64.34	64.40	61.89
Hamilton	104·7	102·3	104·3	65.36	65.37	63.04
Brantford	83·0	82·8	81·8	60.23	60.79	59.50
Galt	97·0	96·2	97·9	54.69	55.55	53.78
Kitchener	103·6	102·4	103·3	60.00	59.60	56.29
Sudbury	129·2	127·3	134·3	74.43	74.68	72.32
London	112·6	110·5	111·0	58.93	58.16	55.72
Sarnia	122·2	118·4	122·4	74.08	74.10	71.63
Windsor	107·4	105·5	96·9	76.99	78.20	65.70
Sault Ste. Marie	116·6	114·0	107·8	71.08	69.22	68.65
Ft. William—Pt. Arthur	109·1	105·1	105·6	64.18	59.97	60.07
Winnipeg	104·2	102·5	101·8	55.55	55.56	53.35
Regina	117·3	113·6	120·1	55.28	54.94	53.57
Saskatoon	118·1	113·4	122·9	54.24	53.77	52.08
Edmonton	155·1	143·1	141·5	59.82	57.72	55.66
Calgary	139·2	132·9	129·8	58.87	59.41	58.17
Vancouver	106·3	104·2	101·9	63.30	63.39	61.14
Victoria	114·8	113·2	108·5	59.33	59.99	58.16

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TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1955	May 1 1955	June 1 1954	June 1 1955	May 1 1955	June 1 1954
Mining	**112·0**	**109·0**	**108·7**	**72.07**	**71.92**	**70.38**
Metal mining	116·2	113·8	112·4	75.16	75.48	74.66
Gold	82·5	81·4	82·9	68.65	68.07	68.79
Other metal	147·6	144·0	140·0	78.55	79.39	77.90
Fuels	99·7	96·9	96·7	68.96	67.37	65.84
Coal	68·3	70·5	73·1	59.66	57.11	57.17
Oil and natural gas	203·2	184·0	174·7	79.29	80.35	77.85
Non-metal	131·0	124·7	128·7	66.98	68.18	63.96
Manufacturing	**109·2**	**107·3**	**107·7**	**63.53**	**63.81**	**60.54**
Food and beverages	103·4	98·6	102·7	57.22	57.23	55.41
Meat products	117·9	112·1	114·5	66.88	66.42	65.27
Canned and preserved fruits and vegetables	74·7	67·4	73·0	50.63	52.16	47.17
Grain mill products	106·6	104·6	106·6	61.02	60.92	59.17
Bread and other bakery products	107·2	104·5	103·5	53.64	53.59	53.32
Biscuits and crackers	92·9	92·0	93·8	46.74	46.14	45.92
Distilled and malt liquors	102·9	100·7	105·7	71.94	71.48	68.53
Tobacco and tobacco products	79·5	81·4	77·5	65.01	61.62	61.36
Rubber products	107·4	106·3	101·9	64.84	65.45	61.59
Leather products	84·6	85·5	87·4	42.77	43.40	40.25
Boots and shoes (except rubber)	87·7	88·5	90·1	40.31	41.46	37.92
Textile products (except clothing)	85·0	84·4	79·1	51.39	51.95	49.14
Cotton yarn and broad woven goods	85·9	85·2	79·7	47.84	49.25	45.42
Woollen goods	69·3	69·1	64·5	49.57	49.44	47.08
Synthetic textiles and silk	87·3	87·1	78·2	57.83	57.36	55.81
Clothing (textile and fur)	89·9	90·5	89·4	40.61	41.81	38.53
Men's clothing	95·9	94·5	94·4	38.92	40.54	36.69
Women's clothing	89·5	94·2	90·3	41.01	42.46	38.79
Knit goods	77·0	76·8	78·6	42.39	42.98	40.33
Wood products	107·1	102·3	102·0	55.38	55.54	52.62
Saw and planing mills	112·0	104·4	104·5	57.15	57.38	54.43
Furniture	102·1	103·0	100·9	52.58	53.05	50.22
Other wood products	94·0	91·2	92·9	51.37	50.62	48.14
Paper products	117·7	114·1	115·3	74.23	73.86	72.07
Pulp and paper mills	122·0	117·8	119·0	79.12	78.96	77.57
Other paper products	107·3	105·0	106·2	60.66	59.86	57.03
Printing, publishing and allied industries	111·1	111·0	108·3	68.41	67.76	65.63
Iron and steel products	102·2	100·8	101·8	69.95	70.20	66.60
Agricultural implements	70·5	73·4	76·3	69.49	70.52	68.55
Fabricated and structural steel	127·2	125·2	128·3	73.67	74.51	71.56
Hardware and tools	101·3	99·8	100·9	65.68	65.81	61.78
Heating and cooking appliances	98·2	97·3	94·4	61.30	61.97	58.75
Iron castings	93·2	92·1	89·5	69.70	69.75	64.55
Machinery mfg.	107·3	106·2	108·9	68.04	68.73	65.89
Primary iron and steel	109·4	105·5	98·6	75.58	74.90	71.87
Sheet metal products	105·5	103·2	105·9	67.00	67.42	63.77
Transportation equipment	138·8	138·6	142·4	72.24	73.51	66.93
Aircraft and parts	333·2	334·2	360·8	73.94	74.00	71.94
Motor vehicles	140·9	140·2	118·9	83.02	86.67	68.37
Motor vehicle parts and accessories	125·1	122·6	108·7	72.12	71.36	66.02
Railroad and rolling stock equipment	83·0	83·2	99·8	63.58	64.81	63.74
Shipbuilding and repairing	141·6	144·2	165·3	63.68	65.15	63.29
Non-ferrous metal products	123·9	120·6	115·0	71.64	71.73	68.91
Aluminum products	125·3	122·4	116·5	67.15	67.81	66.09
Brass and copper products	104·4	103·1	102·9	68.67	68.74	65.80
Smelting and refining	147·4	141·9	130·2	77.20	77.22	74.63
Electrical apparatus and supplies	133·0	131·1	131·3	68.31	68.33	65.88
Non-metallic mineral products	121·5	116·2	116·0	66.56	66.13	62.52
Clay products	109·3	101·4	102·0	62.70	63.10	60.83
Glass and glass products	123·8	123·0	120·4	65.01	64.94	60.61
Products of petroleum and coal	124·2	121·9	121·9	90.51	90.94	84.50
Chemical products	122·4	121·0	122·2	69.51	69.38	66.36
Medicinal and pharmaceutical preparations	110·0	107·7	107·2	64.14	65.06	61.67
Acids, alkalis and salts	126·1	123·1	121·7	78.53	77.17	74.16
Miscellaneous manufacturing industries	100·8	100·0	104·1	54.64	55.07	52.71
Construction	**113·9**	**99·2**	**110·0**	**60.40**	**60.88**	**59.13**
Building and structures	114·7	103·1	114·4	64.90	65.52	63.74
Building	115·3	103·7	109·0	63.90	64.83	60.88
Engineering work	111·8	100·7	131·2	69.50	68.65	75.14
Highways, bridges and streets	112·6	93·0	103·1	53.09	52.71	51.04
Service	**113·2**	**111·0**	**111·1**	**40.75**	**40.78**	**38.62**
Hotels and restaurants	108·3	105·0	106·4	35.24	35.15	33.48
Laundries and dry cleaning plants	106·5	105·2	104·9	38.09	38.62	36.98
Industrial composite	**111·4**	**107·4**	**109·0**	**60.76**	**60.96**	**58.42**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1955	May 1, 1955	June 1, 1954	June 1, 1955	May 1, 1955	June 1, 1954
Newfoundland	41·0	44·3	40·9	135·6	138·0	138·4
Nova Scotia	40·9	41·8	40·3	125·7	126·4	123·2
New Brunswick	41·8	41·8	40·8	128·1	129·3	125·2
Quebec	41·9	42·1	40·4	130·3	129·8	129·3
Ontario	40·9	41·1	39·6	153·7	153·6	149·3
Manitoba	39·9	40·1	39·9	138·1	137·4	135·9
Saskatchewan	41·5	40·6	40·3	150·7	150·6	145·7
Alberta	40·2	39·9	39·8	152·7	152·0	146·6
British Columbia	38·2	38·4	37·6	172·5	172·7	169·9

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1955	May 1 1955	June 1 1954	June 1 1955	May 1 1955	June 1 1954	June 1 1595	May 1 1955	June 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	42·7	42·3	42·7	159·9	160·3	157·0	68.28	67.81	67.04
Metal mining	43·8	43·7	44·4	164·7	165·3	161·7	72.14	72.24	71.79
Gold	46·0	45·4	46·3	139·9	139·7	139·7	64.35	63.42	64.68
Other metal	42·5	42·7	43·4	179·3	180·3	175·3	76.20	76.99	76.08
Fuels	39·7	38·3	38·8	153·9	152·7	152·1	61.10	58.48	59.01
Coal	39·6	37·7	38·1	147·6	146·7	146·5	58.45	55.31	55.82
Oil and natural gas	40·1	40·2	40·8	170·6	171·9	169·5	68.41	69.10	69.16
Non-metal	43·6	43·4	42·7	150·2	151·3	145·1	65.49	65.66	61.96
Manufacturing	41·0	41·2	39·8	145·5	145·4	142·2	59.66	59.90	56.60
Food and beverages	41·5	41·3	41·1	126·7	126·9	123·4	52.58	52.41	50.72
Meat products	41·5	40·4	41·2	154·5	154·9	149·8	64.12	62.58	61.72
Canned and preserved fruits and vegetables	39·8	39·8	38·0	108·6	113·1	105·7	43.22	45.01	40.17
Grain mill products	41·8	41·8	41·4	139·9	138·6	138·5	58.48	57.93	57.34
Bread and other bakery products	44·1	43·7	43·9	109·9	109·8	109·1	48.47	47.98	47.89
Distilled and malt liquors	40·3	40·2	39·9	163·4	162·0	157·2	65.85	65.12	62.72
Tobacco and tobacco products	41·6	40·4	40·4	148·5	142·7	143·1	61.78	57.65	57.81
Rubber products	42·0	42·1	39·4	149·0	148·5	148·1	62.58	62.52	58.35
Leather products	38·7	39·9	36·9	101·4	100·4	99·5	39.24	40.06	36.72
Boots and shoes (except rubber)	37·6	39·3	36·0	97·9	97·1	95·9	36.81	38.16	34.52
Textile products (except clothing)	41·8	42·4	39·8	112·5	112·5	111·6	47.03	47.70	44.42
Cotton yarn and broad woven goods	39·6	41·0	37·7	113·5	113·3	112·4	44.95	46.45	42.37
Woollen goods	43·2	43·1	40·3	104·6	104·6	104·6	45.19	45.08	42.15
Synthetic textiles and silk	44·5	43·9	42·4	118·3	117·8	117·6	52.64	51.71	49.86
Clothing (textile and fur)	36·8	38·0	34·2	97·8	98·5	98·4	35.99	37.42	33.65
Men's clothing	36·1	37·7	33·1	96·5	96·9	97·7	34.84	36.53	32.34
Women's clothing	35·5	37·1	33·0	101·9	103·3	100·0	36.17	38.32	33.00
Knit goods	38·4	39·0	35·9	97·9	98·3	100·1	37.59	38.34	35.94
*Wood products	41·4	41·3	40·1	128·5	129·0	125·5	53.20	53.28	50.33
Saw and planing mills	40·8	40·3	39·7	136·0	137·8	132·9	55.49	55.53	52.76
Furniture	41·9	42·6	40·5	117·7	117·4	115·0	49.32	50.01	46.58
Other wood products	44·0	43·5	41·3	110·5	109·5	108·3	48.62	47.63	44.73
Paper products	42·4	42·5	42·3	165·6	163·8	160·9	70.21	69.62	68.06
Pulp and paper mills	42·5	42·7	42·7	176·6	174·6	171·7	75.06	74.55	73.32
Other paper products	42·0	41·8	40·9	130·9	129·9	126·6	54.98	54.30	51.78
Printing, publishing and allied industries	40·2	40·2	40·1	172·8	172·3	166·3	69.47	69.26	66.69
*Iron and steel products	41·3	41·3	40·1	162·3	162·6	157·6	67.03	67.15	63.20
Agricultural implements	39·7	40·0	39·6	168·2	170·7	166·9	66.78	68.28	66.09
Fabricated and structural steel	40·6	40·9	39·6	166·6	168·1	166·9	67.64	68.75	66.09
Hardware and tools	41·7	41·9	40·3	148·3	147·3	142·9	61.84	61.72	57.59
Heating and cooking appliances	40·8	41·2	40·2	142·6	143·6	139·3	58.18	59.16	56.00
Iron castings	41·8	42·1	39·8	161·5	160·9	156·2	67.51	67.71	62.17
Machinery manufacturing	41·7	42·0	41·0	155·2	156·1	151·8	64.72	65.56	62.24
Primary iron and steel	41·2	40·7	40·1	177·0	176·8	171·3	72.92	71.96	68.69
Sheet metal products	40·9	41·2	39·9	154·9	154·9	151·0	63.35	63.82	60.25
*Transportation equipment	41·1	41·9	49·3	167·4	168·3	161·8	68.80	70.52	63.59
Aircraft and parts	40·6	40·4	41·2	170·8	171·3	166·5	69.34	69.21	68.76
Motor vehicles	43·1	45·3	36·0	180·3	184·0	170·0	77.71	83.35	61.20
Motor vehicle parts and accessories	41·9	41·4	38·4	166·4	165·8	160·3	69.72	68.64	61.72
Railroad and rolling stock equipment	38·9	39·8	39·1	160·4	160·4	161·3	62.36	63.84	63.07
Shipbuilding and repairing	40·8	41·9	41·0	155·4	154·1	151·8	63.40	64.57	62.24
*Non-ferrous metal products	40·9	41·2	40·7	165·0	164·2	159·3	67.49	67.65	64.84
Aluminum products	40·8	41·5	40·4	145·7	145·7	146·4	59.45	60.47	59.15
Brass and copper products	42·1	41·8	40·9	153·7	155·0	150·4	64.71	64.79	61.51
Smelting and refining	40·8	41·1	41·0	178·1	176·8	171·1	72.66	72.66	70.15
*Electrical apparatus and supplies	40·5	40·4	39·4	152·6	152·1	151·2	61.80	61.45	59.57
Heavy electrical machinery and equipment	40·3	40·3	40·0	166·3	167·0	167·2	67.02	67.30	66.88
*Non-metallic mineral products	43·8	43·5	42·2	145·8	145·4	141·7	63.86	63.25	59.80
Clay products	44·6	44·3	43·5	134·3	135·3	134·1	59.90	59.94	58.33
Glass and glass products	43·0	42·9	41·9	145·1	145·3	138·3	62.39	62.33	57.95
Products of petroleum and coal	42·1	42·6	41·2	197·1	195·2	189·1	82.98	83.16	77.91
Chemical products	41·7	41·5	41·5	149·6	149·2	144·3	62.38	61.92	59.88
Medicinal and pharmaceutical preparations	41·0	41·1	41·3	123·7	123·5	121·4	50.72	50.76	50.14
Acids, alkalis and salts	42·8	42·0	41·8	171·2	171·2	165·4	73.27	71.90	69.14
Miscellaneous manufacturing industries	40·7	41·2	40·1	118·9	118·7	116·9	48.39	48.90	46.88
*Durable goods	41·3	41·5	40·0	156·1	156·7	152·1	64.47	65.03	60.84
Non-durable goods	40·7	41·0	39·6	133·8	132·9	131·4	54.46	54.49	52.03
Construction	39·3	38·8	38·7	148·3	151·2	148·6	58.28	58.67	57.51
Buildings and structures	38·8	39·0	38·1	160·1	161·6	161·5	62.12	63.02	61.53
Highways, bridges and streets	40·3	38·3	39·9	124·3	127·3	120·1	50.09	48.76	47.92
Electric and motor transportation	44·7	44·7	44·9	144·3	144·1	139·0	64.50	64.41	62.41
Service	40·4	40·6	40·6	86·0	85·9	83·1	34.74	34.88	33.74
Hotels and restaurants	40·8	40·6	41·0	85·8	85·7	82·3	35.01	34.79	33.74
Laundries and dry cleaning plants	40·6	41·6	40·5	82·2	82·0	80·1	33.37	34.11	32.44

*Durable manufactured goods industries

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
May 1, 1954	40·6	141·8	57.57	138·0	115·5	119·5
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955	41·2	143·5	59.12	141·7	116·0	122·2
April 1, 1955	41·1	144·3	59.31	142·2	116·1	122·5
May 1, 1955 (1)	41·2	145·4	59.90	143·6	116·4	123·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1949	18,043	19,313	37,356	97,154	42,090	139,244
August 1, 1950	26,391	13,582	39,973	99,100	58,188	157,288
August 1, 1951	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
August 1, 1954	12,124	12,902	25,026	181,457	77,396	258,853
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955 (1)	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955 (1)	18,363	16,665	35,028	132,710	72,674	205,384

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1955 [1]

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from May 31, 1955	Change from May 31, 1954
Agriculture, Fishing, Trapping	**1,447**	**1,214**	**2,661**	**+ 180**	**+ 943**
Forestry	**2,770**	**16**	**2,786**	**+ 108**	**+ 1,550**
Mining, Quarrying and Oil Wells	**560**	**82**	**642**	**− 464**	**− 9**
Metal Mining	258	23	281	− 63	+ 76
Fuels	111	14	125	− 228	− 207
Non-Metal Mining	151	2	153	− 109	+ 119
Quarrying, Clay and Sand Pits	13	2	15	− 11	+ 2
Prospecting	27	41	68	− 53	+ 1
Manufacturing	**4,070**	**2,804**	**6,874**	**− 194**	**+ 1,549**
Foods and Beverages	368	446	814	− 43	+ 61
Tobacco and Tobacco Products	13	7	20	− 3	+ 13
Rubber Products	58	22	80	+ 21	+ 23
Leather Products	57	143	200	+ 63	+ 24
Textile Products (except clothing)	119	153	272	+ 24	+ 26
Clothing (textile and fur)	137	1,124	1,261	− 27	+ 177
Wood Products	554	67	621	+ 34	+ 33
Paper Products	124	71	195	+ 12	+ 52
Printing, Publishing and Allied Industries	125	110	235	− 58	− 30
Iron and Steel Products	723	143	866	+ 58	+ 240
Transportation Equipment	748	78	826	− 193	+ 420
Non-Ferrous Metal Products	227	77	304	+ 71	+ 175
Electrical Apparatus and Supplies	384	126	510	− 37	+ 246
Non-Metallic Mineral Products	91	37	128	− 28	− 50
Products of Petroleum and Coal	53	21	74	− 7	+ 20
Chemical Products	203	89	292	− 100	+ 87
Miscellaneous Manufacturing Industries	86	90	176	+ 19	+ 32
Construction	**2,738**	**96**	**2,834**	**− 596**	**+ 595**
General Contractors	2,004	58	2,062	− 622	+ 362
Special Trade Contractors	734	38	772	+ 26	+ 233
Transportation, Storage and Communication	**869**	**306**	**1,175**	**− 376**	**− 59**
Transportation	736	145	881	− 344	+ 64
Storage	46	18	64	− 7	+ 6
Communication	87	143	230	− 25	− 129
Public Utility Operation	**98**	**66**	**164**	**+ 7**	**+ 88**
Trade	**2,502**	**2,412**	**4,914**	**− 360**	**+ 255**
Wholesale	873	508	1,381	− 161	+ 100
Retail	1,629	1,904	4,533	− 199	+ 155
Finance, Insurance and Real Estate	**832**	**839**	**1,671**	**+ 10**	**+ 59**
Service	**3,398**	**9,705**	**13,103**	**−2,080**	**− 564**
Community or Public Service	433	1,396	1,829	− 43	+ 65
Government Service	1,362	418	1,780	−1,071	− 1,209
Recreation Service	224	133	357	+ 19	+ 48
Business Service	472	412	884	− 151	− 54
Personal Service	907	7,346	8,253	− 920	+ 586
GRAND TOTAL	**19,284**	**17,540**	**36,824**	**−3,765**	**+ 4,407**

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JUNE 30, 1955 [1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	2,136	820	2,956	3,942	1,434	5,376
Clerical workers	1,401	3,705	5,106	9,618	23,460	33,078
Sales workers	1,714	1,369	3,083	4,261	10,215	14,476
Personal and domestic service workers	1,259	7,960	9,219	19,863	12,802	32,665
Seamen	39	.....	39	645	2	647
Agriculture and fishing	1,523	1,048	2,571	1,451	723	2,174
Skilled and semiskilled workers	8,151	1,698	9,849	66,763	16,446	83,209
Food and kindred products (inc. tobacco)	80	17	97	794	442	1,236
Textiles, clothing, etc.	76	1,183	1,259	3,066	10,363	13,429
Lumber and wood products	2,931	3	2,934	7,445	118	7,563
Pulp, paper (inc. printing)	39	20	59	731	374	1,105
Leather and leather products	43	72	115	937	947	1,884
Stone, clay and glass products	13	.....	13	188	42	230
Metalworking	707	32	739	9,233	1,036	10,269
Electrical	135	39	174	1,826	749	2,575
Transportation equipment	16	2	18	512	44	556
Mining	132	.....	132	990	.....	990
Construction	1,492	.....	1,492	12,607	7	12,614
Transportation (except seamen)	691	20	711	11,201	88	11,289
Communications and public utility	53	.....	53	444	9	453
Trade and service	207	255	462	2,345	1,166	3,511
Other skilled and semiskilled	1,307	43	1,350	10,620	774	11,394
Foremen	73	12	85	1,544	273	1,817
Apprentices	156	.....	156	2,280	14	2,294
Unskilled workers	2,518	792	3,310	46,168	12,783	58,951
Food and tobacco	98	305	403	1,621	2,797	4,418
Lumber and lumber products	250	8	258	5,243	227	5,470
Metalworking	130	34	164	2,808	413	3,221
Construction	1,166	1	1,167	20,593	45	20,638
Other unskilled workers	874	444	1,318	15,903	9,301	25,204
GRAND TOTAL	**18,741**	**17,392**	**36,133**	**152,711**	**77,865**	**230,576**

[1] Preliminary—subject to revision.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 30, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954
Newfoundland	**364**	**343**	**433**	**6,037**	**8,603**	**7,020**
Corner Brook	18	6	16	1,507	2,183	2,112
Grand Falls	1	15	1	398	854	520
St. John's	345	322	416	4,132	5,566	4,388
Prince Edward Island	**328**	**257**	**373**	**1,235**	**1,383**	**1,169**
Charlottetown	286	194	336	709	863	746
Summerside	42	63	37	526	520	423
Nova Scotia	**1,698**	**2,055**	**1,184**	**11,095**	**12,453**	**12,139**
Amherst	79	68	24	502	488	482
Bridgewater	23	25	62	371	458	403
Halifax	1,152	1,263	662	3,772	3,597	3,999
Inverness	.....	.....	2	188	298	461
Kentville	194	212	76	703	924	991
Liverpool	55	45	68	202	199	247
New Glasgow	47	89	62	1,552	1,933	1,239
Springhill	4	7	5	164	241	267
Sydney	91	276	155	2,627	2,963	2,820
Truro	46	41	49	470	561	534
Yarmouth	7	29	19	544	791	687
New Brunswick	**1,333**	**1,859**	**1,125**	**10,082**	**13,869**	**12,073**
Bathurst	13	9	14	668	1,562	998
Campbellton	29	24	47	850	1,473	905
Edmundston	42	56	21	530	955	419
Fredericton	447	652	116	694	859	1,644
Minto	4	6	21	287	382	520
Moncton	274	703	597	2,021	2,530	2,367
Newcastle	1	.....	12	967	1,269	930
Saint John	283	254	227	3,116	3,333	2,921
St. Stephen	121	46	37	435	573	814
Sussex	87	84	22	167	264	143
Woodstock	32	25	11	347	669	412
Quebec	**9,932**	**10,518**	**7,195**	**70,535**	**94,036**	**89,423**
Asbestos	72	50	36	322	390	276
Beauharnois	93	41	11	346	492	503
Buckingham	23	41	20	311	562	429
Causapscal	80	31	25	658	1,580	1,092
Chandler	7	32	8	223	545	229
Chicoutimi	278	230	112	722	921	1,018
Dolbeau	137	46	6	374	799	650
Drummondville	72	63	50	1,066	1,106	1,676
Farnham	105	37	95	488	643	749
Forestville	307	15	3	667	1,120	540
Gaspé	8	10	17	291	551	240
Granby	33	29	27	1,024	1,022	1,296
Hull	57	44	65	1,151	1,657	1,173
Joliette	109	152	151	1,260	1,576	1,343
Jonquières	73	97	54	752	915	1,182
Lachute	15	31	12	265	318	361
La Malbaie	.....	9	10	302	620	372
La Tuque	516	91	11	257	224	351
Lévis	137	176	130	1,844	2,699	1,973
Louiseville	49	38	27	406	560	566
Maniwaki	36	3	2	177	463	231
Matane	61	475	100	377	1,217	637
Mégantic	77	103	94	314	667	671
Mont-Laurier	2	16	8	335	767	515
Montmagny	47	28	15	578	1,071	770
Montréal	4,139	4,498	3,217	29,759	34,310	37,280
New Richmond	55	134	7	409	727	462
Port-Alfred	71	46	10	370	506	624
Québec	656	770	678	7,000	9,010	6,173
Rimouski	51	240	22	716	1,856	1,206
Rivière-du-Loup	69	319	353	1,014	2,697	1,452
Roberval	17	9	17	431	841	601
Rouyn	103	82	82	1,190	1,820	2,890
Ste-Agathe	88	79	38	243	454	304
Ste-Anne de Bellevue	101	59	28	378	436	330
Ste-Thérèse	89	70	192	597	639	1,107
St-Georges Est	186	248	481	600	1,666	873
St-Hyacinthe	229	436	40	937	973	1,273
St-Jean	89	74	114	729	872	1,162
St-Jérôme	41	39	22	548	559	796
St-Joseph d'Alma	58	33	39	665	964	753
Sept-Îles	85	63	16	290	693	395
Shawinigan Falls	51	76	65	1,668	1,969	1,780
Sherbrooke	262	225	163	2,135	2,491	2,855
Sorel	31	27	42	1,137	1,352	1,301
Thetford Mines	72	66	64	697	1,008	719
Trois-Rivières	263	229	162	2,288	2,681	2,568

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 30, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954
Quebec—Con.						
Val d'Or	581	670	39	766	1,165	975
Valleyfield	44	56	88	844	1,099	1,616
Victoriaville	107	82	127	614	765	1,085
Ontario	**11,215**	**13,247**	**8,500**	**77,546**	**87,240**	**98,511**
Arnprior	11	17	22	108	122	82
Barrie	169	180	166	609	802	750
Belleville	27	36	64	893	1,027	813
Bracebridge	469	810	255	190	315	248
Brampton	74	102	51	390	359	275
Brantford	168	111	54	1,191	1,441	1,830
Brockville	13	11	23	244	272	244
Carleton Place	7	.....	8	103	129	183
Chatham	77	110	81	932	1,038	1,386
Cobourg	12	13	14	326	380	373
Collingwood	29	36	27	463	440	756
Cornwall	102	76	67	1,667	1,482	1,378
Fort Erie	33	39	39	221	303	253
Fort Frances	9	16	12	208	232	171
Fort William	126	91	82	866	1,108	1,391
Galt	60	44	52	590	611	1,088
Gananoque	13	5	3	116	96	128
Goderich	23	24	38	201	289	176
Guelph	102	100	113	976	895	1,377
Hamilton	653	686	451	5,678	6,494	9,272
Hawkesbury	19	21	20	208	248	274
Ingersoll	26	20	15	257	300	497
Kapuskasing	14	22	33	370	690	405
Kenora	62	57	40	250	294	190
Kingston	125	201	151	818	841	887
Kirkland Lake	67	77	42	448	609	554
Kitchener	124	120	94	1,265	1,407	1,744
Leamington	24	20	23	519	520	825
Lindsay	44	156	50	435	459	627
Listowel	31	34	18	134	179	184
London	548	624	510	2,433	2,589	3,057
Midland	36	37	26	249	290	537
Napanee	14	12	11	198	285	235
New Toronto	151	185	84	1,522	1,735	1,212
Niagara Falls	91	120	54	1,008	1,223	1,259
North Bay	64	152	70	615	754	1,068
Oakville	125	167	26	221	230	407
Orillia	21	26	43	333	372	421
Oshawa	99	130	74	1,713	1,541	4,009
Ottawa	1,170	1,309	1,127	2,414	2,458	2,694
Owen Sound	57	65	60	678	856	893
Parry Sound	13	15	4	100	119	143
Pembroke	253	301	111	892	1,010	849
Perth	51	51	31	150	203	200
Peterborough	32	72	104	1,356	1,511	1,546
Picton	2	9	27	86	163	154
Port Arthur	124	139	139	1,380	2,040	1,793
Port Colborne	20	11	22	285	343	542
Prescott	41	15	16	439	470	481
Renfrew	51	52	15	353	463	352
St. Catharines	166	244	89	1,828	1,790	2,846
St. Thomas	56	71	65	511	745	673
Sarnia	162	63	44	944	1,112	1,123
Sault Ste. Marie	78	137	121	862	1,091	1,973
Simcoe	27	54	54	365	489	366
Sioux Lookout	10	12	35	93	173	142
Smiths Falls	24	9	11	255	253	271
Stratford	59	68	44	400	421	590
Sturgeon Falls	2	.....	21	998	1,001	718
Sudbury	171	393	86	1,146	1,675	1,466
Timmins	118	65	119	994	1,366	1,112
Toronto	3,798	4,425	2,586	24,757	28,352	25,070
Trenton	47	37	27	578	601	594
Walkerton	36	39	27	292	313	412
Wallaceburg	6	11	7	256	330	377
Welland	24	19	22	1,007	902	1,652
Weston	332	359	134	982	1,167	630
Windsor	345	439	329	3,654	3,101	7,764
Woodstock	48	63	17	313	317	519
Manitoba	**2,577**	**2,317**	**2,319**	**11,144**	**12,938**	**13,387**
Brandon	431	304	230	556	743	746
Dauphin	23	16	21	332	456	412
Flin Flon	45	46	49	178	162	175
Portage la Prairie	53	49	38	389	472	452
The Pas	10	8	76	57	70	55
Winnipeg	2,015	1,894	1,905	9,632	11,035	11,547

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 30, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954	[1] June 30, 1955	Previous Month June 2, 1955	Previous Year June 30, 1954
Saskatchewan	**1,314**	**1,651**	**1,634**	**6,180**	**8,359**	**5,110**
Estevan	35	51	42	113	100	120
Moose Jaw	239	221	199	584	650	598
North Battleford	33	53	153	395	574	292
Prince Albert	125	110	27	1,324	1,530	814
Regina	330	498	357	1,301	1,592	980
Saskatoon	387	492	377	1,473	2,508	1,371
Swift Current	60	85	176	219	286	172
Weyburn	43	54	79	110	129	68
Yorkton	62	87	224	661	990	695
Alberta	**3,208**	**3,859**	**1,957**	**10,846**	**14,981**	**13,914**
Blairmore	29	16	7	275	402	404
Calgary	1,187	1,571	653	3,461	3,764	4,307
Drumheller	7	21	27	325	467	310
Edmonton (Includes Yellowknife)	1,483	1,642	956	4,778	7,321	6,523
Edson	28	34	40	184	274	440
Lethbridge	318	318	126	834	1,097	796
Medicine Hat	77	144	63	433	776	352
Red Deer	79	76	63	556	851	751
Yellowknife (Office closed June 18)	.....	37	22	.....	29	31
British Columbia	**4,164**	**4,020**	**2,948**	**25,876**	**28,041**	**30,306**
Chilliwack	73	66	48	670	679	504
Courtenay	29	40	12	538	461	768
Cranbrook	23	21	12	363	569	385
Dawson Creek	30	20	15	503	449	259
Duncan	45	45	46	249	226	273
Kamloops	139	140	115	371	410	517
Kelowna	57	26	32	385	434	517
Mission City	969	554	890	710	704	831
Nanaimo	42	57	27	550	449	777
Nelson	15	36	26	400	466	561
New Westminster	253	233	142	3,155	2,946	3,680
Penticton	20	25	6	215	329	360
Port Alberni	49	20	14	307	303	282
Prince George	202	194	66	966	1,766	1,290
Prince Rupert	214	122	33	386	493	456
Princeton	7	3	1	64	124	84
Trail	56	26	30	483	411	832
Vancouver	1,449	1,636	991	12,582	13,895	14,806
Vernon	73	68	68	294	515	416
Victoria	321	486	220	2,306	1,968	2,450
Whitehorse	98	202	154	379	444	258
Canada	**36,133**	**40,126**	**27,668**	**230,576**	**281,903**	**283,043**
Males	18,741	21,675	13,251	152,711	205,630	201,931
Females	17,392	18,451	14,417	77,865	76,273	81,112

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (6 months)	386,023	241,630	144,393	30,932	101,209	126,293	80,654	46,935
1955 (6 months)	395,410	264,104	131,306	30,490	97,077	143,586	77,623	46,634

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1 TO JUNE 30, 1955

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	5	3	2	124	147	66	6	.....	396	92	1	119	87	54	7	173	2,765	670	1,429	288	10,938	2,924	5,983	415
Forestry	67	19	.....	.....	5	.....	.....	.....	368	207	11	69	639	297	4	19	9,376	1,343	73	1,031	2,779	2,028	23	122
Fishing and Trapping	1	.....	1	.....	.....	.....	.....	.....	1	1	.....	.....	1	1	.....	.....	6	3	.....	.....	11	7	2	.....
Mining, Quarrying and Oil Wells	224	223	.....	.....	.....	.....	.....	.....	173	176	.....	2	53	35	10	1	1,047	710	.....	57	863	630	27	86
Metal Mining	224	223	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	12	11	.....	1	564	366	.....	46	447	294	2	74
Fuels	.....	.....	.....	.....	.....	.....	.....	.....	147	147	.....	1	20	13	.....	.....	9	.....	.....	.....	44	15	6	8
Non-Metal Mining	.....	.....	.....	.....	.....	.....	.....	.....	3	3	.....	.....	7	6	.....	.....	416	338	.....	3	19	15	.....	1
Quarrying, Clay and Sand Pits	.....	.....	.....	.....	.....	.....	.....	.....	23	20	.....	.....	12	1	10	.....	50	32	.....	8	274	241	9	3
Prospecting	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4	.....	.....	8	4	.....	.....	79	65	10	.....
Manufacturing	71	40	28	.....	203	87	25	.....	1,741	1,415	73	28	649	399	45	8	22,998	15,540	678	268	29,882	21,068	2,938	1,010
Foods and Beverages	18	3	12	.....	135	28	20	.....	258	172	33	3	131	61	13	.....	2,106	1,666	100	11	4,294	2,833	678	40
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	42	26	.....	.....	27	12	2	.....
Rubber products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	291	189	21	.....	502	341	26	8
Leather Products	.....	.....	.....	.....	.....	.....	.....	.....	21	19	1	.....	20	15	.....	.....	946	618	42	4	518	363	7	3
Textile Products (except clothing)	2	.....	1	.....	.....	.....	.....	.....	4	3	1	.....	6	4	.....	.....	1,787	1,319	14	16	1,486	1,160	112	27
Clothing (textile and fur)	.....	.....	.....	.....	.....	.....	.....	.....	80	81	.....	1	21	19	.....	.....	4,882	3,012	28	19	1,610	1,071	86	17
Wood Products	8	11	.....	.....	45	41	3	.....	142	98	7	.....	169	90	.....	3	2,786	2,106	75	22	2,059	1,607	157	56
Paper Products	23	21	2	.....	.....	.....	.....	.....	5	1	.....	.....	90	74	.....	.....	1,180	971	12	14	1,314	923	204	21
Printing, Publishing and Allied Industries	3	3	.....	.....	11	9	.....	.....	54	46	.....	1	15	10	5	.....	660	317	160	5	1,326	737	247	18
Iron and Steel Products	.....	.....	.....	.....	3	3	.....	.....	666	572	11	14	51	36	2	1	2,212	1,540	53	24	5,628	4,137	493	153
Transportation Equipment	1	1	.....	.....	2	1	.....	.....	410	350	6	9	47	23	8	4	1,499	983	29	21	3,863	2,913	250	511
Non-Ferrous Metal Products	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	41	32	4	.....	1,037	680	31	77	1,165	816	62	35
Electrical Apparatus and Supplies	.....	.....	.....	.....	.....	.....	.....	.....	22	13	2	.....	1	1	.....	.....	799	509	5	2	2,173	1,490	121	51
Non-Metallic Mineral Products	.....	.....	.....	.....	5	3	2	.....	55	41	11	.....	30	28	2	.....	411	324	4	.....	1,143	809	133	20
Products of Petroleum and Coal	.....	.....	.....	.....	.....	.....	.....	.....	3	1	.....	.....	.....	.....	.....	.....	155	77	.....	2	202	154	22	5
Chemical Products	13	1	12	.....	1	1	.....	.....	18	16	1	.....	9	9	.....	.....	1,158	727	88	48	1,471	903	248	41
Miscellaneous Manufacturing Industries	3	.....	2	.....	1	1	.....	.....	7	7	.....	.....	18	3	11	.....	745	476	16	3	1,101	736	90	4

Construction	**270**	**201**	**24**	**363**	**189**	**123**	**22**	**90**	**811**	**548**	**102**	**148**	**7,677**	**4,741**	**88**	**737**	**12,851**	**9,289**	**822**	**540**	**18,237**	**13,619**	**2,040**	**509**
General Contractors	242	195	21	363	147	106	13	86	647	468	79	145	7,337	4,511	81	720	9,251	6,600	722	465	13,402	10,151	1,444	452
Special Trade Contractors	28	6	3	.....	33	17	9	4	164	80	23	3	340	230	7	17	3,600	2,689	100	75	4,835	3,468	596	57
Transportation, Storage and Communication	**31**	**8**	.....	.....	**51**	**30**	**12**	.....	**232**	**87**	**105**	**17**	**282**	**160**	**40**	**16**	**4,556**	**1,816**	**1,899**	**98**	**5,727**	**3,587**	**1,192**	**123**
Transportation	31	8	.....	.....	39	25	12	.....	166	56	89	17	227	122	32	16	4,214	1,617	1,869	98	4,427	2,779	1,054	44
Storage	.....	.....	.....	.....	1	.....	.....	.....	14	1	12	.....	21	11	6	.....	112	83	9	.....	893	543	124	74
Communication	.....	.....	.....	.....	11	5	.....	.....	52	30	4	.....	34	27	2	.....	224	116	21	.....	407	265	14	5
Public Utility Operation	.....	.....	.....	.....	**1**	**1**	.....	.....	**21**	**14**	.....	.....	**4**	**4**	.....	.....	**303**	**166**	**1**	**27**	**764**	**596**	**34**	**96**
Trade	**118**	**71**	**10**	.....	**238**	**115**	**57**	.....	**1,398**	**811**	**272**	**12**	**1,083**	**626**	**144**	**3**	**9,151**	**5,148**	**754**	**22**	**17,157**	**9,498**	**3,257**	**66**
Wholesale	31	26	4	.....	47	20	12	.....	494	308	185	7	378	222	81	1	2,615	1,462	261	4	5,343	2,742	1,492	14
Retail	87	45	12	.....	191	95	45	.....	904	506	87	5	705	404	63	2	6,539	3,686	493	18	11,814	6,756	1,765	52
Finance, Insurance and Real Estate	**9**	**1**	.....	.....	**27**	**12**	**2**	.....	**191**	**104**	**6**	.....	**144**	**72**	**15**	**1**	**1,244**	**647**	**22**	**3**	**2,341**	**1,300**	**119**	**2**
Service	**567**	**187**	**26**	.....	**670**	**252**	**186**	**3**	**3,091**	**1,436**	**1,065**	**86**	**2,556**	**1,081**	**683**	**46**	**23,018**	**10,540**	**1,628**	**169**	**35,074**	**15,779**	**9,841**	**495**
Community or Public Service	7	6	1	.....	66	23	5	.....	211	111	52	.....	184	100	34	.....	1,442	852	36	8	2,865	1,541	346	40
Government Service	468	132	.....	.....	72	63	7	1	823	713	16	77	562	439	22	42	2,552	1,919	85	66	5,418	3,924	630	77
Recreation Service	6	1	3	.....	13	8	2	.....	97	23	51	2	64	15	33	.....	869	347	208	1	1,601	755	352	34
Business Service	17	14	.....	.....	9	8	.....	.....	95	41	13	1	54	32	6	.....	1,258	776	49	1	2,001	1,126	206	43
Personal Service	69	34	22	.....	510	150	172	2	1,865	548	933	.....	1,692	495	588	4	16,897	6,646	4,250	93	23,189	8,433	8,307	301
Totals	**1,353**	**753**	**98**	**484**	**1,522**	**686**	**310**	**93**	**8,423**	**4,888**	**1,635**	**466**	**13,168**	**7,470**	**1,036**	**997**	**87,310**	**48,902**	**10,308**	**2,506**	**123,773**	**70,976**	**25,456**	**2,924**
Men	**1,165**	**649**	**97**	**484**	**706**	**417**	**143**	**91**	**5,367**	**3,393**	**858**	**426**	**10,810**	**6,425**	**595**	**991**	**59,771**	**35,941**	**6,373**	**2,423**	**80,422**	**50,822**	**15,148**	**2,614**
Women	**198**	**104**	**1**	.....	**816**	**269**	**167**	**2**	**3,056**	**1,495**	**777**	**40**	**2,358**	**1,045**	**441**	**6**	**27,539**	**12,961**	**3,935**	**83**	**43,351**	**20,154**	**10,308**	**310**

[1] Current and deferred vacancies reported during the period

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1 TO JUNE 30, 1955

SOURCE: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**749**	**440**	**12**	**54**	**2,152**	**1,624**	**18**	**123**	**3,695**	**2,639**	**52**	**202**	**4,304**	**1,299**	**1,810**	**40**	**25,148**	**9,811**	**9,320**	**1,526**
Forestry	**114**	**83**	.....	**17**	**14**	**13**	.....	.....	**185**	**121**	**14**	**37**	**1,796**	**1,339**	**11**	**98**	**15,334**	**8,450**	**138**	**1,389**
Fishing and Trapping	**13**	**13**	.....	**6**	.....	.....	.....	.....	**3**	**3**	.....	.....	**8**	**6**	.....	.....	**44**	**34**	**3**	**6**
Mining, Quarrying and Oil Wells	**222**	**174**	**2**	**32**	**126**	**85**	**14**	**45**	**1,139**	**675**	**32**	**372**	**1,252**	**623**	**6**	**224**	**5,101**	**3,355**	**91**	**819**
Metal Mining	191	161	2	16	22	14	.....	1	431	223	3	127	789	428	2	222	2,680	1,723	9	488
Fuels	23	4	.....	15	79	50	14	43	467	315	21	48	33	29	2	.....	822	573	43	115
Non-Metal Mining	.....	.....	.....	.....	12	10	.....	.....	11	10	.....	196	361	125	.....	.....	829	507	.....	200
Quarrying, Clay and Sand Pits	7	5	.....	1	6	6	.....	.....	12	8	.....	.....	13	8	2	.....	397	321	21	12
Prospecting	1	1	.....	.....	7	5	.....	1	218	119	8	1	56	33	.....	2	373	231	18	4
Manufacturing	**3,147**	**1,932**	**384**	**68**	**991**	**594**	**176**	**49**	**2,682**	**1,722**	**289**	**67**	**7,742**	**5,679**	**539**	**109**	**70,104**	**48,416**	**5,176**	**1,607**
Foods and Beverages	557	334	104	30	331	197	72	13	511	297	122	30	1,169	784	138	5	9,810	6,375	1,292	132
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	8	7	.....	.....	.....	.....	.....	.....	78	46	2	.....
Rubber Products	8	7	.....	.....	3	4	.....	.....	1	.....	.....	.....	10	8	1	.....	815	549	48	8
Leather Products	55	16	6	.....	2	2	.....	.....	20	10	.....	.....	86	53	2	1	1,668	1,096	58	8
Textile Products (except clothing)	60	20	9	.....	.....	1	.....	.....	81	60	4	.....	72	49	2	.....	3,498	2,616	143	43
Clothing (textile and fur)	693	406	50	.....	47	40	2	.....	111	78	.....	.....	208	147	4	.....	7,652	4,857	170	37
Wood Products	304	198	37	1	87	48	10	.....	405	266	24	.....	3,366	2,696	147	57	9,371	7,161	460	139
Paper Products	145	112	14	4	9	4	.....	1	62	36	1	2	397	375	13	3	3,225	2,517	246	45
Printing, Publishing and Allied Industries	192	116	30	.....	68	20	39	1	89	56	2	1	175	79	19	1	2,593	1,387	502	27
Iron and Steel Products	437	278	68	2	106	53	23	3	367	219	61	1	631	422	68	6	10,095	7,254	779	204
Transportation Equipment	266	192	10	2	158	96	3	5	461	284	46	9	594	417	46	2	7,301	5,260	398	563
Non-Ferrous Metal Products	54	25	14	2	5	4	.....	.....	35	21	.....	1	470	329	5	24	2,808	1,907	116	139
Electrical Apparatus and Supplies	53	31	1	5	13	10	.....	.....	56	39	.....	1	68	40	2	5	3,185	2,133	131	64
Non-Metallic Mineral Products	74	56	7	.....	12	5	5	.....	254	200	13	.....	95	43	41	1	2,079	1,509	218	21
Products of Petroleum and Coal	73	33	4	.....	82	62	12	6	46	31	2	3	80	26	25	.....	641	384	65	16
Chemical Products	123	71	26	22	63	44	10	20	126	88	13	19	227	152	18	4	3,209	2,012	416	154
Miscellaneous Manufacturing Industries	53	37	4	.....	5	4	.....	.....	49	30	1	.....	94	59	8	.....	2,076	1,353	132	7
Construction	**2,312**	**1,964**	**67**	**10**	**1,834**	**1,304**	**267**	**13**	**3,909**	**2,846**	**388**	**20**	**5,015**	**3,221**	**430**	**501**	**53,096**	**37,856**	**4,250**	**2,931**
General Contractors	1,758	1,545	39	9	1,480	1,077	205	8	2,938	2,132	296	20	4,264	2,723	364	488	41,466	29,508	3,264	2,756
Special Trade Contractors	554	419	28	1	354	227	62	5	971	714	92	.....	751	498	66	13	11,630	8,348	986	175
Transportation, Storage and Communication	**1,190**	**738**	**177**	**7**	**597**	**429**	**73**	**41**	**2,239**	**1,454**	**284**	**82**	**1,977**	**1,194**	**268**	**12**	**16,867**	**9,494**	**4,050**	**396**
Transportation	968	663	64	6	489	368	33	8	1,940	1,325	177	82	1,664	1,016	204	11	14,165	7,979	3,534	282
Storage	163	38	112	.....	73	32	25	5	212	78	105	.....	191	99	64	.....	1,680	885	457	79
Communication	59	37	1	1	35	20	15	28	78	51	2	.....	122	79	.....	1	1,022	630	59	35

Public Utility Operation	42	25	2	4	137	60	3	.....	144	95	24	12	144	112	1	5	1,560	1,073	65	144
Trade	3,995	1,522	1,199	6	2,187	1,236	484	29	4,135	2,036	1,076	7	5,055	2,603	1,156	18	44,520	23,669	8,415	163
Wholesale	1,517	661	515	2	745	379	272	4	1,749	800	601	3	1,802	935	377	7	14,721	7,555	3,800	42
Retail	2,478	861	684	4	1,442	857	212	25	2,386	1,236	475	4	3,253	1,668	779	11	29,799	16,114	4,615	121
Finance, Insurance and Real Estate	473	183	23	.....	243	163	12	2	588	318	25	3	783	461	29	1	6,043	3,261	253	12
Service	6,531	2,452	2,298	113	4,980	2,182	1,157	271	9,462	4,466	2,258	102	10,319	5,648	1,928	144	96,268	44,023	24,070	1,423
Community or Public Service	564	266	69	.....	1,045	347	52	102	823	513	42	16	687	470	39	6	7,894	4,229	676	172
Government Service	1,113	909	24	50	1,045	764	17	140	2,057	1,943	84	28	2,518	2,094	65	59	16,628	12,900	950	540
Recreation Service	549	162	136	.....	143	60	60	.....	183	104	31	1	212	112	47	18	3,737	1,587	923	56
Business Service	238	127	48	6	148	98	24	22	501	329	44	13	687	349	79	8	5,008	2,900	469	94
Personal Service	4,067	988	2,021	57	2,599	913	1,004	7	5,898	1,577	2,057	44	6,215	2,623	1,698	53	63,001	22,407	21,052	561
Totals	18,788	9,526	4,164	317	13,261	7,681	2,201	573	28,082	16,375	4,442	904	38,395	22,185	6,178	1,152	334,085	189,442	55,831	10,416
Men	11,481	6,768	1,961	263	8,836	5,532	1,541	376	18,523	11,906	3,130	763	24,372	15,365	3,341	1,081	221,453	137,218	33,187	9,512
Women	7,307	2,758	2,203	54	4,425	2,149	663	197	9,559	4,469	1,312	141	14,023	6,820	2,837	71	112,632	52,224	22,644	904

[1]Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of June 1955			
		Number Commencing Benefit	Number of Days Benefit Paid (Disability days in Brackets)		Amount of Benefit Paid
Newfoundland	5·0	1,198	118,477	(655)	407,338
Prince Edward Island	·7	181	16,248	(71)	46,054
Nova Scotia	9·9	7,417	222,993	(4,213)	729,181
New Brunswick	8·4	2,956	196,471	(2,880)	629,065
Quebec	58·0	20,766	1,421,887	(30,955)	4,288,248
Ontario	53·2	21,515	1,298,514	(29,377)	3,945,945
Manitoba	7·5	2,138	183,010	(4,167)	534,996
Saskatchewan	3·8	916	93,219	(1,667)	296,296
Alberta	8·7	2,195	193,813	(3,688)	613,327
British Columbia	15·2	5,583	368,525	(8,493)	1,154,989
Total, Canada, June 1955	170·4	64,865	4,113,157	(86,166)	12,645,439
Total, Canada, May 1955	251·2	89,249	6,302,107	(92,911)	19,742,906
Total, Canada, June 1954	168·6†	81,942	5,050,883	(81,681)	15,702,229

*As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JUNE 30, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE (DISABILITY CASES INCLUDED*)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									June 30, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Newfoundland	4,173	593	313	370	762	790	434	341	570	4,975
Male	3,885	559	294	343	706	736	409	317	521	4,738
Female	288	34	19	27	56	54	25	24	49	237
Prince Edward Island	720	119	57	74	132	107	61	46	124	692
Male	510	75	45	52	89	74	48	38	89	528
Female	210	44	12	22	43	33	13	8	35	164
Nova Scotia	7,970	1,434	694	966	1,464	870	574	446	1,522	8,339
Male	6,580	1,193	585	829	1,210	697	469	352	1,245	7,109
Female	1,390	241	109	137	254	173	105	94	277	1,230
New Brunswick	7,103	1,130	582	968	1,511	1,074	571	373	894	8,980
Male	5,747	890	466	841	1,251	908	448	293	650	7,503
Female	1,356	240	116	127	260	166	123	80	244	1,477
Quebec	54,258	10,024	4,499	6,254	8,447	7,038	4,966	3,544	9,486	67,246
Male	36,618	6,770	2,981	3,978	5,528	4,939	3,578	2,487	6,357	48,072
Female	17,640	3,254	1,518	2,276	2,919	2,099	1,388	1,057	3,129	19,174
Ontario	51,610	10,607	4,224	5,376	7,548	5,622	4,038	3,273	10,922	70,026
Male	32,511	7,152	2,739	3,432	4,371	3,302	2,379	1,968	7,168	50,103
Female	19,099	3,455	1,485	1,944	3,177	2,320	1,659	1,305	3,754	19,923
Manitoba	6,532	1,039	465	699	977	752	574	425	1,601	8,391
Male	3,854	591	301	370	538	445	343	239	1,027	5,397
Female	2,678	448	164	329	439	307	231	186	574	2,994
Saskatchewan	3,405	488	219	311	498	377	280	264	968	2,790
Male	2,307	319	137	189	303	265	178	178	738	1,847
Female	1,098	169	82	122	195	112	102	86	230	943
Alberta	6,244	1,129	420	577	976	892	573	425	1,252	8,629
Male	4,450	786	289	382	670	676	417	297	933	6,961
Female	1,794	343	131	195	306	216	156	128	319	1,668
British Columbia	15,117	2,910	1,214	1,770	2,525	1,644	1,051	940	3,063	19,463
Male	10,343	2,245	886	1,236	1,610	1,133	668	546	2,019	14,855
Female	4,774	665	328	534	915	511	383	394	1,044	4,608
CANADA	157,132	29,473	12,687	17,365	24,840	19,166	13,122	10,077	30,402	199,531
MALE	106,805	20,580	8,723	11,652	16,276	13,175	8,937	6,715	20,747	147,113
FEMALE	50,327	8,893	3,964	5,713	8,564	5,991	4,185	3,362	9,655	52,418

* Disability cases: June 30, 1955: 2,884 (1,906 males 978 females) June 30, 1954: 3,105 (2,206 males 899 females).

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JUNE 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,334	948	386	1,464	907	557	459
Prince Edward Island	266	178	88	247	186	61	74
Nova Scotia	9,112	4,763	4,349	9,067	8,115	952	1,133
New Brunswick	2,803	1,696	1,107	3,062	2,392	670	636
Quebec	26,950	15,429	11,521	27,435	21,883	5,552	7,174
Ontario	33,524	18,456	15,068	30,498	24,394	6,104	10,761
Manitoba	3,071	1,978	1,093	3,172	2,460	712	468
Saskatchewan	1,396	846	550	1,399	978	421	316
Alberta	3,019	1,927	1,092	3,377	2,473	904	535
British Columbia	8,905	4,490	4,415	8,772	6,734	2,038	1,982
Total Canada, June 1955	90,380*	50,711	39,669	88,493†	70,522	17,971	23,538
Total Canada, May 1955	97,623	60,568	37,055	108,241	83,953	24,288	21,651
Total Canada, June 1954	114,797	64,628	50,169	117,005	96,341	20,664	26,826

* In addition, revised claims received numbered 18,027 † In addition, 18,478 revised claims were disposed of. Of these, 1,099 were special requests not granted, and 898 were appeals by claimants. There were 2,280 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of	Total	Employed	Claimants*
1954—May	3,209,000	2,870,600	338,400
June	3,194,000	2,946,200	247,800
July	3,225,000	3,025,500	199,500
August	3,232,000	3,043,100	188,900
September	3,250,000	3,058,700	191,300
October	3,257,000	3,069,300	187,700
November	3,249,000	3,039,900	209,100
December	3,310,000	3,035,500	274,500
1955—January	3,393,000	2,961,200	431,800†
February	3,409,000	2,865,600	543,400†
March	3,435,000	2,856,400	578,600†
April	3,427,000	2,863,700	563,300†
May	3,224,000	2,905,500	318,500

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8
July	116·0	111·5	129·6	107·8	115·8	117·7
August	116·4	112·4	129·8	107·8	115·8	118·0

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 2nd, 1954	June 1st, 1955	July 2nd, 1955					
(1) St. John's, Nfld.	102·6	104·3	104·5	103·5	108·6	100·7	103·0	106·6
Halifax	113·8	114·6	114·7	106·3	124·3	114·6	118·9	119·1
Saint John	116·2	117·3	117·3	110·7	125·6	116·1	116·5	124·0
Montreal	117·2	116·3	116·7	114·5	136·0	107·1	114·4	116·8
Ottawa	116·4	116·9	117·0	110·7	133·4	111·1	116·3	119·5
Toronto	118·8	118·3	118·7	111·2	146·9	109·7	114·3	118·4
Winnipeg	115·5	115·0	115·5	110·9	126·0	112·5	114·1	117·4
Saskatoon—Regina	114·1	114·3	114·3	110·1	118·1	114·6	116·9	114·2
Edmonton—Calgary	114·8	113·8	114·1	109·0	121·1	112·5	115·7	117·3
Vancouver	117·0	116·8	116·5	109·3	127·4	112·2	122·5	119·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base—June, 1951 = 100..

G—Strikes and Lockouts

TABLE G-1—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
June	21	29	4,510	5,664	47,355	0·06
July	19	32	7,869	10,913	96,335	0·12
Cumulative totals	92		29,411		462,323	0·08
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
June	20	32	9,502	10,192	86,715	0·10
July	16	30	4,461	6,658	54,146	0·06
Cumulative totals	114		30,283		421,701	0·07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to July 1955					
MINING—					
Metal miners, Buchans, Nfld.	1	300	4,800	June 15	For a new agreement providing for increased wages, following reference to conciliation board; concluded July 20; negotiations; compromise.
MANUFACTURING—					
Textiles, Clothing, etc.—		[3]			
Knitted goods factory workers, St. Hyacinthe, Que.	1	417	4,500	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; concluded July 18; negotiations; compromise.
Hosiery and knitted goods factory workers, Woodstock, Ont.	2	230	100	June 30	Protesting proposed reduction in wages in new agreement under negotiations, following reference to conciliation board; concluded July 4; negotiations; in favour of workers.
Pulp, Paper and Paper Products—					
Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	799	10,000	June 9 June 13	For new agreements providing for increased wages; partial return of workers; unconcluded.
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	58	1,000	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products—					
Lumber mill workers, Saint John, N.B.	1	24	500	May 26	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unconcluded.
Sawmill workers, New Westminster, B.C.	1	34	30	June 21	Protesting dismissal of a worker for cause; concluded July 4; negotiations; in favour of workers, worker reinstated.
Metal Products—					
Electrical apparatus pattern makers, Hamilton, Ont.	1	20	60	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; concluded July 6; negotiations; compromise.
Shipbuilding—					
Electricians, North Vancouver, B.C.	1	69	100	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; concluded July 6; partial return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to July 1955—Concluded					
Non-Metallic Minerals, Chemicals, etc.—					
Explosives and agricultural chemicals factory workers, McMasterville, Que.	1	[4] 494	4,940	June 20	For clause covering short-term lay-offs in new agreement under negotiations, following reference to arbitration board; concluded July 15; negotiations; compromise.
Abrasives factory workers, Shawinigan Falls, Que.	1	125	1,125	June 28	For employment of an extra man on each of six furnaces; concluded July 14; negotiations; in favour of workers.
Cellulose products factory workers, Shawinigan Falls, Que.	1	429	10,715	June 28	For increased wages; concluded July 30; return of workers; in favour of employer.
CONSTRUCTION—					
Bridge—					
Pile drivers, Kitimat, B.C.	1	.....	.....	June 21	Protesting decision to charge $2.00 per day for room and board, retention of travelling time and double time for overtime instead of proposed time-and-one-half; later information indicates this was not a strike.
SERVICE—					
Public Administration—					
County roads employees, Cayuga, Ont.	1	45	900	June 27	For union recognition; unconcluded.
Strikes and Lockouts Commencing During July 1955					
MANUFACTURING—					
Animal Foods—					
Fish processing factory workers, Burin, Nfld.	1	[5] 300	900	July 28	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Boots and Shoes (Leather)—					
Shoe factory workers, St. Hyacinthe, Que.	1	122	1,950	July 13	For a new agreement eliminating wage reductions in effect since Nov. 1, 1954, following reference to arbitration board; unconcluded.
Textiles, Clothing, etc.—					
Hosiery factory workers, London, Ont.	1	250	4,500	July 6	Protesting proposed wage reductions in new agreement under negotiations, following reference to conciliation board; unconcluded.
Ladies garment factory workers, Toronto, Ont.	44	1,500	750	July 19	To attend union meeting *re* failure of some employers to sign new, unchanged agreement; concluded July 19; return of workers; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During July 1955—Continued					
Metal Products—					
Electrical transformer draftsmen, Guelph, Ont.	1	48	430	July 5	For a union agreement providing for increased wages an reduced hours from 40 to 37½ per week with same take-home pay, following reference to conciliation board; concluded July 15; conciliation; compromise.
Aircraft factory workers, Downsview (Toronto), Ont.	1	1,940	28,600	July 11	For a new agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
Motor vehicle assembly factory workers, Windsor, Ont.	1	95	285	July 13	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; concluded July 15; conciliation; in favour of workers.
Steel drum factory workers, Petrolia, Ont.	1	36	85	July 20	For union recognition; concluded July 22; return of workers pending reference to Labour Relations Board; indefinite.
Needle factory workers, Bedford, Que.	1	475	2,850	July 22	For a new agreement providing for increased wages, reduced hours from 50 to 45 per week all the year round, pay for two additional statutory holidays and extension of vacation plan, following reference to arbitration board; unconcluded.
Steel mill workers Sault Ste. Marie, Ont.	1	2,200	7,000	July 26	Penalty loss of a day's pay for refusal of maintenance men to work July 1, statutory holiday; concluded July 30; return of workers pending negotiations; indefinite.
Miscellaneous—					
Pattern makers, Toronto, Ont.	1	56	550	July 7	For implementation of award of conciliation board for increased wages in new agreement under negotiations; concluded July 20; negotiations; in favour of workers.
CONSTRUCTION—					
Buildings and Structures—					
Plumbers, steamfitters and welders, Montreal, Que.	1	390	2,500	July 4	For improved working conditions and protesting proposed dismissal of four welders for cause; concluded July 11; negotiations; in favour of workers.
Millwrights, Chalk River, Ont.	1	35	50	July 8	For increased wages; concluded July 11; partial return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1955[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During July 1955—Concluded					
Carpenters, Hamilton, Ont.	1	27	95	July 19	For a union agreement providing for increased wages to prevailing rate; concluded July 22; partial return of workers; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—					
Electric Railways and Local Bus Lines—					
Bus drivers, Boischatel, Que.	1	18	30	July 24	Alleged discrimination in dismissal of a worker; concluded July 26; return of workers pending reference to arbitration board; indefinite.
Water—					
Seamen, Vancouver, B.C.	13	[6] 328	6,500	July 3	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
TRADE—					
Ready-mix concrete jobbers, Lethbridge, Alta.	1	15	160	July 9	Alleged discrimination in dismissal of workers; concluded July 21; return of workers pending settlement; indefinite.
SERVICE—					
Business and Personal—					
Hotel and cafe employees, Prince Albert, Sask.	1	23	200	July 13	For a union agreement with increased wages and against dismissal of a cook; concluded July 25; negotiations; compromise.
Beverage room employees, Sydney, N.S.	2	11	130	July 18	For union recognition; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent,.

(3) 252 indirectly affected; (4) 200 indirectly affected; (5) 130 indirectly affected; (6) 157 indirectly affected.

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CURRENT manpower and labour relations REVIEW

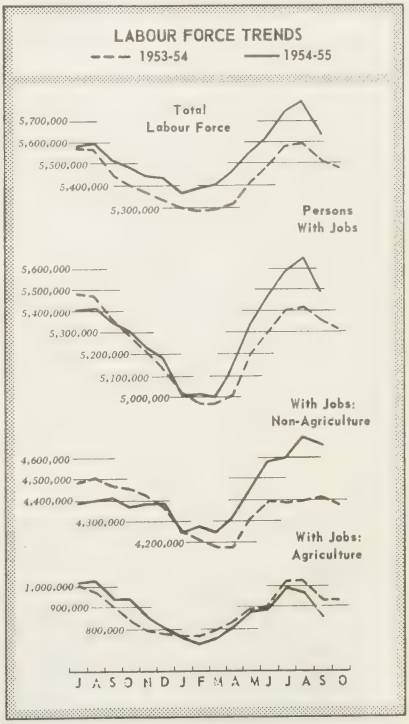
OCTOBER 15, 1955

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

EMPLOYMENT continued at record levels for the month of September, although the drop in farm employment was sharper than usual. The labour force also declined as students returned to school and employment opportunities for other part-time workers diminished. Manpower requirements in most major industries continued at record levels, especially in construction and heavy manufacturing. In general, the demand and supply of available workers continued to be well-balanced throughout the country.

The seasonal downturn in total employment usually occurs in September, for although construction, forestry, trade and other non-farm activities continue to expand, they are more than offset by declines in farming and the food-processing industries. This year, a number of circumstances combined to cause a larger drop than usual in total employment. Ideal weather conditions on the Prairies resulted in an early and short harvest, despite a better-than-average crop. Logging operations in the main forest areas of British Columbia were temporarily suspended because of fire hazard and in Ontario, production in automobile and supplier firms was disrupted by model change-



A Monthly *Labour Gazette* Feature

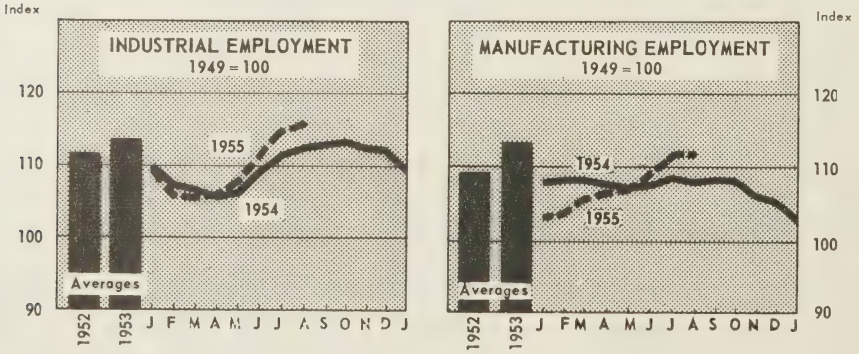
overs and strikes. These factors combined to prevent an expansion of non-agricultural employment.

The results are reflected in the labour force survey estimate of mid-September. The number of persons with jobs was estimated at 5,495,000, a total 146,000 lower than in the mid-August survey but 158,000 higher than at the same date last year. About 116,000 of the total decline during the month occurred in agriculture. Non-farm employment was 30,000 lower than in the previous month but still almost one-quarter of a million, or more than 5 per cent, higher than last year. All regions shared in this year-to-year increase, the largest proportional gain (7 per cent) occurring in the central provinces. In Ontario, the main contributing factor was the upturn in the manufacture of consumer durables and primary iron and steel, while in Quebec, the greatest increases were in mining and construction.

Unemployment fluctuated, within narrow limits, around its low point for the year. The number of persons without jobs and seeking work was estimated to be 138,000 at mid-month, an increase of about 5 per cent over the previous month. The number of persons registered for work with the National Employment Service also showed relatively little change, although the total was still declining at the end of September. The number of areas in which NES registrations increased during the month was about equal to the number of areas in which registrations decreased and in almost all areas the amount of increase or decrease was insignificant. In only 10 of the 109 labour market areas was there sufficient change in the general demand and supply of labour to warrant reclassification.

A substantial decline in long-term unemployment is indicated in the labour force survey. The estimated number of persons seeking work for more than three months fell to 32,000, the smallest number since December 1953. About 66,000, or 48 per cent of the total were seeking work for less than one month; this is the highest proportion in more than three years.

Although labour demand and supply were generally in balance throughout the country, requirements were very strong in certain occupations. At the end of September, for example, job vacancies listed with the National Employment Service for draughtsmen were more than double the comparable figures for the past two years, while vacancies for engineers were 60 per cent higher. Vacancies for secretaries, which



showed some decline last year, were back to the 1953 level. In about half the occupations, job opportunities reported to the NES were greater than two years ago. Opportunities existed, in addition to those mentioned above, for machinists, toolmakers, die setters, sheet metal workers, auto mechanics and most construction occupations.

Industrial Distribution

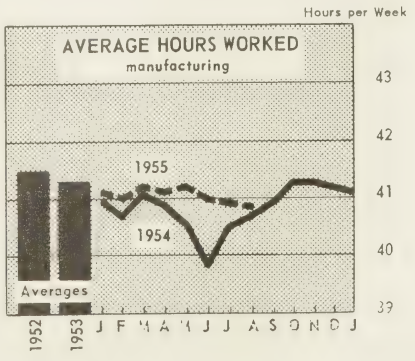
The statistics on the industrial distribution of employment reflect the substantial upswing that occurred during the spring and summer this year. Altogether, non-farm employment increased by 440,000 between March and August, re-establishing the long-term upward trend that was interrupted last year. In manufacturing and transportation, which suffered the heaviest layoffs last year, employment was expanding but was still below the 1953 level. In construction, employment had fully recovered the 1953 level while steady gains in the forestry, mining, trade and service industries boosted the employment total.

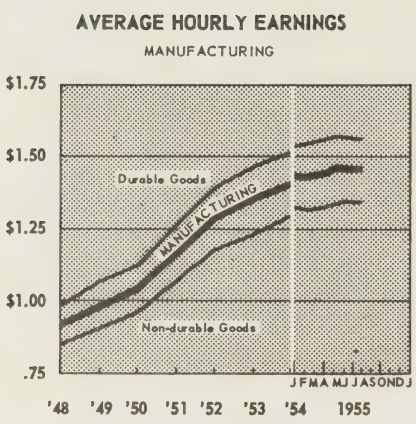
Manufacturing establishments reporting to DBS for August 1955 showed further gains over 1954, although the total was still 3 per cent below the comparable 1953 figure. Here, too, there were wide differences between various industry groups; the situation in the great majority, however, had improved markedly since the early part of this year. With the exception of leather and clothing, employment in the manufacture of consumer goods had recovered to the 1954 level and there were indications of further gains during the fall months. A similar trend was apparent in the production of most basic materials. In metal mining, forestry and petroleum processing, employment was from 4 to 13 per cent higher than in August 1953. Employment in textile and primary iron and steel had not yet recovered to the level of two years ago but was substantially higher than last year and further gains were expected this fall.

In a relatively small number of industries, employment was lower than last year and still further below the 1953 level. Employment in shipbuilding, for example, was 11 per cent lower than in August 1954 and 21 per cent lower than in August 1953. Similar conditions were true of the aircraft, machinery, farm implement and railway rolling stock industries, although the employment trend has turned upward again in most of these industries.

Labour Income

Labour income rose to new heights this summer as a result of continuing gains in employment, earnings and hours worked. For July, labour income was estimated at $1,093,000, which was 7 per cent more than for July 1954. Since prices have shown little or no change during this period, the increases in real and money incomes have been about the same.





Average hourly earnings of factory workers were $1.45 in July, down a fraction from the previous month but 3.5 cents higher than in July 1954. This gain was slightly greater than the annual increase registered earlier this year but it did not approach the year-to-year gains made in 1951 and 1952 (see accompanying chart). The increase this year in the durable goods industries was 4 cents, bringing hourly earnings in this group to $1.56. The sharpest increases, amounting to 6 cents, were recorded in the earnings of non-ferrous metal and transportation equipment workers. Earnings in non-durable goods industries rose by 3 cents over the year to $1.34. The outstanding gain in this group occurred in the manufacture of petroleum and coal products, where hourly earnings rose from $1.88 to $1.99 over the year. Relatively moderate increases occurred in all other industries except clothing, which recorded a slight decrease.

The actual number of hours worked per week was reduced slightly during July and August, partially as a result of short-term strikes and layoffs in the automobile industry. In most parts of manufacturing, however, the work week was more than half an hour longer, on the average, than last year. This substantial gain has taken place in the face of a progressive shortening of the standard work week through union-management negotiations. Results of an annual survey of working conditions, covering 800,000 workers, show that at April 1, 1955, 58 per cent of non-office workers were employed in establishments with a standard work week of 40 hours or less compared with 53 per cent and 43 per cent, respectively, in 1954 and 1953. The actual hours worked in manufacturing, as reported to DBS, averaged 40.8 hours for the first seven months of this year, compared with 40.3 hours for the comparable period in 1954. At the beginning of July, average hours worked were more than half an hour greater than a year earlier in all non-durable goods industries, except paper products, printing and petroleum processing. Similar gains were recorded in most durable goods industries, the important exception being the manufacture of transportation equipment. The actual work week was about a half-hour shorter than last year in the aircraft and railway rolling stock industries and almost two hours shorter in shipbuilding.

Labour-Management Relations

DURING the past month, collective agreements were reached in several industries, including metal mining, coastal shipping and aircraft manufacturing. Negotiations were still in progress in sections of the automotive, agricultural implement, metal fabricating, electrical apparatus and logging industries. Time lost through strikes and lockouts during September was considerably more than for the preceding month and the corresponding period in 1954.

Moderate improvements in working conditions of office workers in the manufacturing industries were indicated in the Department's annual survey of working conditions, dated April 1, 1955. This pointed to the continuance of the trends noted over the last few years.

Recent Settlements and Current Negotiations

Automobiles – At mid-October, the strike of employees at General Motors of Canada, Limited, was continuing. The work stoppage involved 15,000 auto workers in five Ontario plants where five-year agreements terminated last June. The company and the United Automobile Workers (CIO-CCL) have not been able to reach final agreement over union demands, which included a wage increase, a layoff benefit plan and several other contract changes. After the union declined to submit a brief to a conciliation board, the board filed a majority report early in September, making no recommendations towards a settlement, since it had not had the opportunity to hear the union's case. Post-conciliation talks between the parties having failed, the union went on strike on September 19. The Labour Relations Board of Ontario turned down a company request that the work stoppage be declared illegal because the union had failed to notify the company of its intention to terminate the contract.

Agricultural Implements – The United Automobile Workers took the same stand before a conciliation board in its contract negotiations with the Massey-Harris-Ferguson Company, Limited, by refusing to submit a brief. The union representatives took the position that they wanted to complete the legal conciliation procedure as soon as possible in order to resume direct negotiations with the company. The union is seeking a wage increase of 10 cents per hour and other collective agreement changes. Nearly 5,000 plant workers at Toronto, Woodstock and Brantford are affected by these negotiations.

Metal Fabricating – A board of conciliation reported in September in the dispute between the Canada Wire and Cable Company, Toronto, Ont., and the United Electrical, Radio and Machine Workers of America (indep.). Despite the union's request that the board report no settlement and make no recommendations, the chairman and the company nominee filed a majority report in which they recommended that employees be granted a 4-per-cent wage increase and that the daily 10-minute rest period be abolished. Some 1,300 workers are affected by these negotiations.

Metal Mining – Two important agreements were reached recently between mining companies and the United Steelworkers of America

(CIO-CCL). These two contracts are the first to provide for a reduction in hours from 48 to 44 per week in several of the mines in Northern Ontario and Quebec where the Steelworkers' union represents the workers.

At Noranda, the one-year agreement between the United Steelworkers and Noranda Mines, Limited, provided that the 44-hour week is to be worked at the rate of six days one week and five days the next. The contract also included a wage increase to compensate for the reduction in hours and an additional increase of 3½ per cent.

The other agreement covers employees of the Canadian Johns-Manville Co., Limited, at Matheson, Ont. The agreement, which extends to June 1957, provides that the work week will be reduced from 48 to 44 hours effective June 1, 1956. An immediate wage increase of 3 cents per hour and a change from departmental to plant-wide seniority were also included in the new contract.

The steelworkers are also requesting a reduction of hours to 44 per week and other contract changes in their current negotiations with gold mining companies in Northern Ontario, including the Hollinger Consolidated Gold Mines, Limited, at Timmins and eight other companies.

Construction – A two-year agreement was reported between the AFL-TLC labourers' union and the General Contractors Association covering construction labourers in Vancouver and the Fraser Valley. Wage rates were increased by 3 cents, retroactive to September 1, with another 3-cent increase to become effective April 1, 1956.

Aircraft – At the time of writing, no settlement had been effected in the three-month old strike at de Havilland Aircraft of Canada, Limited, Downsview, Ont. The United Automobile Workers (CIO-CCL), representing the 2,000 plant workers, had requested a wage increase, the union shop and other contract changes.

The International Association of Machinists (AFL-TLC) reached an agreement covering 3,000 office and design employees of Avro Aircraft, Limited, and Orenda Engines, Limited, at Malton, Ont. Salaries are increased by 3 per cent and the company assumes the full cost of the group health and life insurance program. The 10,000 production workers at these two plants, also represented by the same union, recently won similar benefits under a separate contract with the employer (L.G., Aug., p. 889).

Electrical Apparatus – No agreement had been reached in the negotiations between the Canadian Westinghouse Company, Limited, and the United Electrical, Radio and Machine Workers of America (indep.). A conciliation board reported early in October that it had failed in its efforts to mediate the contract dispute. Union demands for the 4,500 Hamilton plant workers involved were reported to include a wage increase of 8 cents per hour and improved pensions. The company requested changes in the seniority and incentive rates clauses.

Water Transportation – An agreement was reached between the Canadian Pacific Railway and the Seafarers International Union (AFL-TLC) covering some 450 seamen engaged in freight and passenger

transportation along the coast of British Columbia. Under the terms of a two-year agreement, wages were increased by 7½ per cent, retroactive to last June 1, with a further increase of 4 per cent scheduled for June 1, 1956.

Work Stoppages

Time lost through strikes and lockouts, increased in September over that in the previous month and in September 1954. Preliminary figures for September 1955 indicate 32 work stoppages in existence, involving 22,547 workers with a time loss of 212,400 man-days. In August 1955, there were 25 strikes and lockouts, involving 6,442 workers with a time loss of 92,525 man-days, and in September 1954 the totals were: 21 strikes and lockouts, 9,815 workers involved and a loss of 127,582 man-days.

Working Conditions Survey

The April 1955 survey of working conditions revealed a continuance of the trends in working conditions of office employees in manufacturing establishments that have characterized the past several years; changes from 1954 were only moderate. There was evidence of some shifting to a 37½-hour week from slightly longer schedules. The proportion of employees working a five-day week remained at close to 90 per cent. A percentage distribution of office employees by length of the standard work week is shown in the accompanying table.

Standard Work Week	Percentage of Office Employees Covered by Survey		
	April 1955	April 1954	April 1953
35 hours and under	12.0	11.9	9.9
Over 35 hours and under 37½	9.9	9.1	9.5
37½ hours	38.2	34.9	30.1
Over 37½ hours and under 40	12.0	15.0	19.1
40 hours	20.0	21.0	21.2
Over 40 hours	7.9	8.1	10.2
On 5-day week	89.1	88.5	84.1

More than 90 per cent of the employees were paid for seven or more statutory holidays and more than 80 per cent for eight or more such holidays. This is substantially the same as in 1954.

The proportion of employees in establishments providing three weeks' vacation with pay was higher in 1955 (69 per cent) than in 1954 (64 per cent). The most striking change over the past year, however, was in the proportion of employees in plants where three weeks' vacation is granted after 15 years' service – 51 per cent, compared with 43 per cent in 1954. Well over 7 per cent of the employees were in plants which granted four weeks' vacation after 25 years.

About three-quarters of the total office employees surveyed were covered by pension plans and about nine-tenths by group life insurance, hospitalization and surgical benefit plans. Physicians' services in hospital were available to about three-quarters of the total and physicians' home and office calls to almost half. Cash compensation for wage loss was reported by establishments covering about 60 per cent of the employees. For all but the last of these items the proportions were slightly higher than in 1954.

Manpower Situation in Local Areas

DEMAND for labour continued strong almost everywhere across the country during September. The usual seasonal drop in employment was, however, evident in a number of areas. Of the 109 areas under review, 50 showed an increase in job applicants during the month, while 59 showed either a decline or no change. Only ten areas were reclassified into different labour market categories during the month: one from substantial to moderate surplus, one from moderate to substantial surplus, two from moderate surplus to balance, three from balance to moderate surplus and three from shortage to balance. At the end of the month, 12 areas, representing 8 per cent of total paid workers, were in the surplus categories; 95 areas, representing 89 per cent, were in balance; and two areas, representing 3 per cent, were in shortage, A year earlier 36 areas, representing 28 per cent of paid workers, were in surplus and 73 areas, representing 72 per cent, were in balance.

Areas with tighter labour supplies were concentrated in the industrial centers, where employment in construction and manufacturing continued to increase. On the other hand, labour became more plentiful in some of the smaller areas. Completion of the harvest reduced requirements in some of the rural areas in the Ontario and Prairie regions and woods closures because of fire danger temporarily released a large number of workers in British Columbia. Retooling in the automobile industry resulted in changes in labour market classifications in three areas. Rehiring at Ford and Chrysler brought Windsor back from the substantial to the moderate surplus category by the end of September and the closure for retooling followed by the strike at General Motors brought Oshawa into the substantial and Lindsay into the moderate surplus categories.

Only in the Prairie region were some areas still in the labour shortage category at the end of September. Continuing demand for construction and oil exploration workers in Edmonton and construction and farm workers in Swift Current kept these two areas in shortage. All other areas in the Prairie region had approximately balanced labour markets by the end of the month.

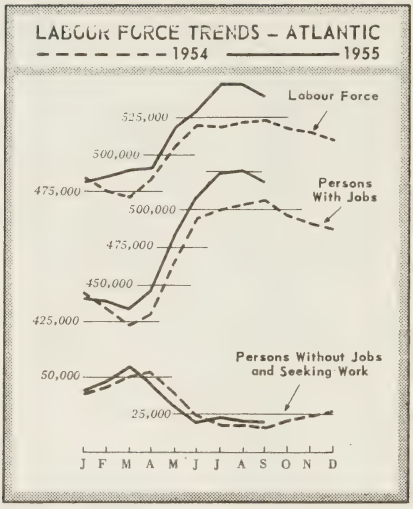
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954
Metropolitan	–	1	1	2	9	8	1	–
Major Industrial	1	1	7	18	19	8	–	–
Major Agricultural	–	–	–	1	14	13	–	–
Minor	–	–	3	13	53	44	1	–
Total	1	2	11	34	95	73	2	–

*See inside back cover *Labour Gazette.*

CLASSIFICATION OF LABOUR MARKET AREAS, October 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		→ WINDSOR	Calgary Hamilton Montreal Ottawa – Hull Quebec – Lévis St. John's Toronto Vancouver – New Westminster Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural activity)	OSHAWA ←	Corner Brook Cornwall Farnham – Granby New Glasgow Saint John Sydney Trois Rivieres	→ BRANTFORD Fort William – Port Arthur Guelph Halifax Joliette Kingston Kitchener → LAC ST. JEAN London Moncton Niagara Peninsula Peterborough Rouyn – Val d'Or Sarnia Shawinigan Falls Sherbrooke Sudbury Timmins – Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)			Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Thetford – Megantic – St. Georges Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)		CHILLIWACK ← CENTRAL VANCOUVER ISLAND ← LINDSAY ←	Bathurst Beauharnois Belleville – Trenton Bracebridge Brampton Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kamloops Kentville Lachute – Ste. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sault Ste. Marie SIMCOE ← Ste. Agathe – St. Jérôme St. Hyacinthe St. Jean St. Stephen St. Thomas Sorel Stratford Summerside TRAIL – NELSON ← Truro Walkerton WEYBURN ← Woodstock – Ingersoll Woodstock, N.B. Victoriaville Valleyfield Yarmouth	Swift Current

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



THE employment situation changed very little in the Atlantic region during September. As usual, a reduction in the labour force occurred following the opening of high schools and universities; employment declined seasonally but somewhat less than the labour force, thus reducing unemployment slightly. Staff reductions during the month were not confined to any particular industry, though the most notable decreases occurred in the service occupations. On the other hand, the logging and construction industries hired additional workers during September. Skilled construction workers were scarce in many areas but the supply of unskilled labour was generally adequate. Confectionary plants showed the usual seasonal pick-up in activity as production for the Christmas trade began. At September 17, the total number of persons with jobs was estimated at 519,000, a decline of 7,000 from the previous month but an increase of 13,000 over the figure at September 18, 1954.

All provinces of the region shared in the year-to-year increase in employment. The improvement was most noticeable in New Brunswick and least pronounced in Nova Scotia. For the region as a whole, manufacturing employment showed virtually no change from a year earlier; construction and logging employment, on the other hand, recorded sizeable gains. Cutting quotas for pulp, lumber and pit props were larger this summer than last and all major sectors of building construction increased in activity. As a result of increased income from these activities, trade and service establishments also were busier than a year ago. It is significant that the areas with relatively little heavy industry accounted almost entirely for the year-to-year reduction in registrations for employment. Logging and lumbering play a major role in the economy of these areas, and were chiefly responsible for the fuller use of available labour supply.

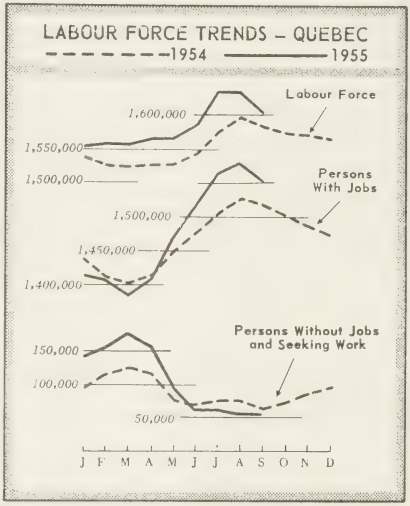
Employment changes during the month were not of sufficient significance to warrant reclassifications of any area. At October 1, classification of the 21 areas in the region was as follows (last year's figures in brackets): in balance 17 (11); in moderate surplus 4 (10).

Local Area Developments

St. John's (metropolitan). Remained in Group 3. Unemployment decreased considerably in this area during September and, although the classification of the area remained unchanged, labour requirements were higher than in August. The logging industry showed the most marked improvement; many camps opened during the month, resulting in a steady demand

for pulp cutters. In addition, construction labour requirements increased, the seasonal peak in this industry being reached somewhat later than usual. Fishermen continued to bring in heavy catches, providing a very busy season for fish packing. Total employment in the area was higher than a year earlier.

QUEBEC



LABOUR requirements remained strong in Quebec during September. The larger logging camps were hiring approximately 6,000 men a week, about the same number as in 1954; the construction industry also continued to be very active. During the month, approximately 4,000 men from Rivière du Loup and nearby areas moved to the State of Maine for potato picking. Farm employment in Quebec decreased seasonally and accounted for almost the entire employment decline in the region. At September 17, persons with jobs were estimated to number 1,551,000, a decrease of 27,000 from mid-August but an increase of 32,000 from mid-September 1954. Unemployment showed little change during the month since the labour force also decreased, following the withdrawal of students and married women who had worked during the summer months.

Most centres in the Eastern Townships reported balanced labour demand and supply this year, compared with a moderate surplus last year. In the first half of 1955, textile employment in most of these areas remained stable, after having recorded a substantial rise. Construction generally was more active than a year earlier.

Quebec labour markets remained in the same categories as at September 1, except Lac St. Jean, which was reclassified from the moderate surplus to the balanced category. At October 1, the classification of the 24 areas in the region was as follows (last year's figures in brackets): in balance, 22 (13); in moderate surplus, 2 (11).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Employment in the railway equipment industry, which has been at a low level for several years, was increasing as a result of large domestic and foreign orders. Seasonal industries in Montreal were active with adequate supplies of labour in all but a few skilled trades.

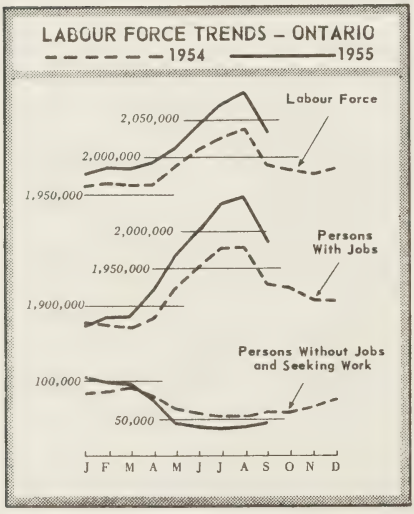
Quebec-Lévis (metropolitan). Remained in Group 3. Because of the high level of construction, men were difficult to obtain for employment in the logging industry during September. Shortages of waitresses and service workers were met by the closing of tourist resorts and summer hotels. Shoe factories were seasonally active causing a shortage of experienced leather stitchers.

Lac St. Jean (major industrial). Reclassified from Group 2 to Group 3. With logging operations on a larger scale than last year, labour supplies were temporarily inadequate to meet requirements in the forestry industry. Construction continued to be extremely active. The additional potroom under construction at the Aluminum Company of Canada plant at Isle Maligne resulted in the hiring of several hundred workers during September.

Farnham-Granby (major industrial). Remained in Group 2. Moderate surpluses have continued in the area during the summer despite a considerable amount of hiring in the textile industry. Labour requirements of the construction industry were moderate with ample supplies available.

Trois-Rivières (major industrial). Remained in Group 2. Labour surpluses in the area had largely disappeared by September. The cotton textile industry was employing more persons than a year ago, although relatively little hiring occurred during the month. Shortages of workers were reported in the construction and forestry industries.

ONTARIO



EMPLOYMENT in most industries in Ontario remained close to peak levels during September. Seasonal reductions in the agricultural and tourist resort industries together with the slower production of motor vehicles during model change-over resulted in about the usual decrease in employment for this time of year. At September 17, 1,986,000 persons were estimated to have jobs, a decline of 62,000 from the previous month but an increase of 58,000 from the previous year.

High levels of production in the construction and manufacturing industries were chiefly responsible for the continuing strong labour demand throughout the region during September. Additional local shortages of some skills developed in the construction and metalworking trades. By the end of the month, hiring of bush workers for the fall and winter season was well under way. Two of the major automobile manufacturers began production of 1956 models early in September but rehiring at these plants was partially offset by lay-offs for retooling at other plants.

The total number of areas in the surplus and balanced categories changed little during the month but five areas were reclassified: Windsor from substantial to moderate surplus, Oshawa from moderate to substantial surplus, Brantford from moderate surplus to balance, Lindsay from balance to moderate surplus and Simcoe from shortage to balance. At October 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in balance 30 (20), in moderate surplus 3 (12); in substantial surplus 1 (2).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. The iron and steel industries continued at capacity production. Shortages of cement and steel caused some temporary delays in construction jobs. Engineers, skilled metal tradesmen and skilled textile workers were still in short supply but completion of one large construction job eased the supply of bricklayers, carpenters and cement workers.

Ottawa - Hull (metropolitan). Remained in Group 3. Little change occurred in the labour market. Skilled construction tradesmen were still scarce and shortages of machinists and machine shop workers were developing.

Toronto (metropolitan). Remained in Group 3. Employment in construction and in nearly all manufacturing industries continued to increase. Engineers, skilled metalworkers, construction tradesmen and textile workers were in short supply.

Windsor (metropolitan). Reclassified from Group 1 to Group 2. Ford and Chrysler resumed production following closures for retooling.

Brantford (major industrial). Reclassified from Group 2 to Group 3. Increased hiring in the iron and steel, textile, construction and radio and television industries brought the area into balance.

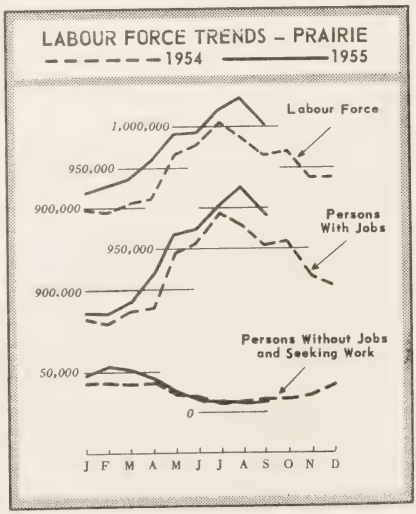
Oshawa (major industrial). Reclassified from Group 2 to Group 1. During the early part of the month workers at General Motors were laid off in preparation for model change-over. They went on strike before retooling was completed. Many of these workers are seeking temporary jobs.

Lindsay (minor). Reclassified from Group 3 to Group 2. Layoffs at General Motors in Oshawa affected this area.

Simcoe (minor). Reclassified from Group 4 to Group 3. Early frost damaged the remainder of the tobacco crop thus reducing the demand for harvesters.

PRAIRIE

TOTAL employment declined seasonally in the Prairie region during September, as farm labour requirements decreased following the early peak in grain harvesting. Despite the early and short harvest season, total employment declined somewhat later than usual since non-farm actitivies continued to expand. During the month, many workers released from farm jobs were being absorbed in forestry and construction. The supply of skilled construction workers was scarce throughout most of the region but demands for unskilled workers were being met in most areas. An unsatisfied demand for pulp cutters,



however, resulted in orders being circulated throughout the region by NFS offices. The total number of persons with jobs at September 17 was estimated at 989,000, a decline of 36,000 from August 20 but an increase of 37,000 from September 18, 1954. Unemployment showed virtually no change during the month since the reduction in the number of persons with jobs was matched by a seasonal contraction of the labour force.

While the pick-up in employment was centered in logging and construction, most non-farm activities showed continued buoyance during the month. Some improvement occurred in coal mining in Saskatchewan and Alberta. In addition, employment in oil drilling and exploration and development continued to expand.

One local labour market area was reclassified during the month from the shortage to the balanced category. At October 1, 1955, the classification of the 20 areas in the region was as follows (last year's figures in brackets): in shortage 2 (0); in balance 18 (20).

Local Area Developments

Calgary (metropolitan). Remained in Group 3. The employment situation changed little during September. Labour demand and supply were in approximate balance though only a slight change would have brought the area into the shortage category. Small layoffs occurred in iron and steel manufacturing. On the other hand, labour requirements strenghtened in construction and trade establishments. Bricklayers, plasterers, painters, engineers, draughtsmen, surveyors and geophysical computors continued to be scarce.

Edmonton (metropolitan). Remained in Group 4. Peak employment was maintained in the area during September. An above-average grain crop was harvested but no serious shortages of farm labour were reported. Oil and gas exploration and drilling were very active during the month and the building industry continued to expand. Contracts awarded during the month amounted to $7,000,000 for all sectors of construction. Almost all construction skills were scarce but no acute shortages were reported.

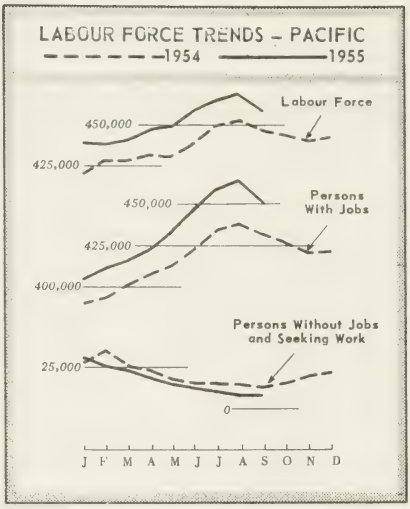
Winnipeg (metropolitan). Remained in Group 3. Employment continued at a notably higher level than a year earlier, largely because of the record volume of construction.

Weyburn (minor). Reclassified from Group 4 to Group 3.

PACIFIC

EMPLOYMENT in the Pacific region during September remained buoyant, although some seasonal reductions occurred, particularly on farms. The logging and sawmilling industries maintained peak production for most of the month, except for a brief period when fire hazard prevented logging operations in the main forest areas. Most sections of manufacturing were very active, especially sheet metal, cement, paint, sash and door and furniture factories. The construction industry continued to be very active and several large projects that are expected to begin shortly will provide a strong stimulus to employment during the next several months. Apple pickers were in strong demand during the month. Rail traffic

throughout the region was heavy and ocean shipments of grain and other commodities provided employment for stevedores. In the week ended September 17, an estimated 450,000 persons had jobs, 14,000 fewer than in August but 18,000 more than in September 1954. Unployment showed virtually no change during the month since the reduction in the number of persons with jobs was matched by a seasonal contraction of the labour force.



During September, two labour market areas were reclassified from shortage to balance. At October 1, the classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 8 (9); in moderate labour surplus, 2 (1).

Local Area Developments

Vancouver – New Westminster (metropolitan). Remained in Group 3. Early in the month, 8,000 loggers were idle because of fire hazard; otherwise the forest industries maintained full production. Manufacturing industries were busy. The construction industry was very active and practically all tradesmen were employed.

Victoria (major industrial). Remained in Group 3. Logging was suspended during the first week of September because of fire hazard but later full production was resumed. Capacity operations continued in sawmilling, with markets firm. Machine shops, sheet metal shops and shipbuilding yards were very busy. The demand for construction labour was steady throughout the month.

Chilliwack and **Central Vancouver Island** (minor). Reclassified from Group 3 to Group 2.

Trail – Nelson (minor). Reclassified from Group 4 to Group 3.

The logging industry has been one of the stabilizing factors in the labour market during the past year. Employment in the industry exceeded the level of the preceding year from the beginning of the active logging season in September 1954 to its close in March 1955. A slight year-to-year drop occurred in April because of the early completion of hauling operations this year but in May employment was again higher than a year earlier. At the beginning of August, the latest date for which statistics are available, a year-to-year increase of 8 per cent was recorded.

Current Labour Statistics

(Latest available statistics as of October 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Sept. 17	5,633,000	− 2.4	+ 2.3
Persons with jobs	Sept. 17	5,495,000	− 2.6	+ 3.0
At work 35 hours or more	Sept. 17	5,009,000	+ 0.6	+ 3.5
At work less than 35 hours	Sept. 17	319,000	+ 5.3	− 7.8
On short time	Sept. 17	23,000	−25.8	−14.8
Usually work less than 35 hours	Sept. 17	206,000	+10.8	+ 6.7
Other reasons	Sept. 17	90,000	+ 4.7	−28.6
With jobs but not at work	Sept. 17	167,000	−53.4	+ 9.9
Laid off full week	Sept. 17	11,000	+22.2	0.0
Other reasons	Sept. 17	156,000	−55.3	+10.6
Paid workers	Sept. 17	4,264,000	− 1.0	+ 5.8
In agriculture	Sept. 17	122,000	−14.1	−20.8
Non-agricultural	Sept. 17	4,142,000	− 0.6	+ 6.8
Persons without jobs and seeking work	Sept. 17	138,000	+ 5.3	−17.9
Registered for work, NES (b)				
Atlantic	Sept. 15	20,617	− 9.9	−16.3
Quebec	Sept. 15	54,466	− 6.0	−22.2
Ontario	Sept. 15	69,259	− 9.2	−29.5
Prairie	Sept. 15	21,160	− 7.7	−18.0
Pacific	Sept. 15	20,804	+17.0	−16.5
Total, all regions	Sept. 15	186,306	− 5.8	−23.5
Ordinary claims for Unemployment Insurance benefit	Sept. 1	129,756	− 7.3	−32.2
Amount of benefit payments	August	$8,727,318	− 2.5	−27.7
Industrial employment (1949=100)	August 1	116.0	+ 0.6	+ 3.3
Manufacturing employment (1949=100)	August 1	111.5	− 0.1	+ 3.2
Immigration	1st six months	58,417	—	−31.9
Industrial Relations				
Strikes and lockouts — days lost	Sept.	212,400	—	+28.4(c)
No. of workers involved	Sept.	22,547	—	+24.4(c)
No. of strikes	Sept.	32	—	−10.3(c)
Earnings and Income				
Average weekly wages and salaries	August 1	$61.09	+ 0.4	+ 3.2
Average hourly earnings (mfg.)	August 1	$ 1.45	0.0	+ 2.9
Average hours worked per week (mfg.)	August 1	40.8	− 0.3	+ 0.2
Average weekly earnings (mfg.)	August 1	$59.16	− 0.3	+ 3.2
Consumer price index (av. 1949=100)	Sept. 1	116.8	+ 0.3	0.0
Real weekly earnings (mfg. av. 1949=100)	August 1	122.6	+ 0.7	+ 3.7
Total labour income $000,000	July	1,093	+ 0.2	+ 7.5
Industrial Production				
Total (average 1935-39=100)	July	265.8	− 4.1	+11.4
Manufacturing	July	268.0	− 5.4	+11.1
Durables	July	322.8	− 4.1	+13.5
Non-Durables	July	232.9	− 6.7	+ 9.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.
(b) See inside back cover, *Labour Gazette*.
(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Govt. Departments Told To Aim for Winter Jobs

The Federal Government has launched a four-point internal program aimed at reducing seasonal unemployment during the winter, Public Works Minister Winters said recently at a meeting of the Union of Nova Scotia Municipalities in Halifax.

A policy aimed at providing the maximum amount of winter employment, he said, had been laid down in a Cabinet directive sent out to all government departments and agencies. The four main steps ordered in the directive were that: (1) government departments and agencies should arrange their construction plans so that the work would be timed to provide the greatest amount of winter employment in the construction trades; (2) alterations and repairs to government buildings should be carried out as far as possible during the winter time; (3) purchase of supplies from private industry should be timed so as to provide the maximum amount of employment during the winter; and (4) each department and agency should make the disposition of staff, financial and other arrangements necessary to give effect to this directive.

The Minister cited the report of the National Employment Committee, which laid great emphasis on both the need for, and the possibility of increasing, winter employment in the construction industry, in which even now, in spite of lessening in seasonal fluctuations, there were 25 per cent fewer men employed in winter than in summer. He mentioned the Department of Labour's radio broadcasts of last winter, designed to encourage the public, industry and business to carry out maintenance, redecorating, renovating and purchasing of supplies during the winter.

(Last winter's program to increase employment among those out of work because of seasonal factors, conducted by the Department of Labour and the National Employment Service and in which local employment offices and local employment committees played leading roles, had such encouraging results that a similar plan with increased support from the Department and NES is planned for this winter. One city in Ontario reported a drop of 500 in the number of unplaced applicants registered at the local employment office when the campaign was at its peak.)

Mr. Winters also mentioned the Mooretown housing development in Ottawa (see p. 1144), a low-rental housing project which had kept 40 men employed all the winter, and in which costs had been found to be even lower than usual, because supplies were delivered more promptly during the slack season.

It has been fairly generally established, said Mr. Winters, that by the adoption of new techniques, the use of new materials and equipment, and above all with careful advance planning, there is no real barrier to carrying out construction activities during the winter months.

What government can do directly is limited, he said; to a great extent its role is educational. During the past few years it has been trying to promote positive action, and has been studying the problem in co-operation with employer and labour groups and with the provincial governments. There is evidence that a great many employers, not only in construction, but also in other seasonal industries, are alive to the problem and are developing methods of stabilizing employment.

Church Praises Efforts To Aid Seasonal Jobless

In a statement on unemployment, based on what was described as "the present moderately serious situation and the approach of colder weather," the United Church evangelism and social service committee last month praised efforts being made to aid the jobless.

The efforts of government, industry, organized labour and agriculture to reduce seasonal unemployment were commended by the committee executive, who urged church members to do all in their power to help these groups achieve their objectives.

Dr. J. R. Mutchmor, executive secretary, said that part of the dominion-provincial relationship improvement was Ottawa's recognition that it must enter fully into the unemployment field.

Unemployment costs cannot be met, the executive held, by municipalities whose main source of tax revenue comes from taxes on property. It expressed regret that achievement in work projects had been meagre.

62529—2

Extend Jobless Insurance To Seven New Categories

Seven new categories of Canadian workers have become insurable under the Unemployment Insurance Act by an Order in Council published in the *Canada Gazette* on September 14.

The seven categories include: persons employed in connection with breeding or raising of poultry; chick hatching; preparation and marketing of poultry; egg grading; or breeding or raising of race horses, saddle horses or light harness horses; unless such undertakings are carried on as part of farming operations.

Also included are: persons employed in landscape gardening; or the maintenance of public, private or commercial parks or gardens; unless such work is part of the employer's vegetable, fruit or general farming operations, or is performed in connection with the employer's nursery or greenhouse.

In general, those employed in agriculture or horticulture are not insurable under the Act.

Women's Bureau Making Survey of Working Wives

The recently organized Women's Bureau of the Department of Labour will conduct a survey of married women who are working for pay. The survey will be the first of its kind ever undertaken in Canada.

In announcing the Department's intention, the Hon. Milton F. Gregg, Minister of Labour, said the survey was important because of the large and growing participation of married women in the Canadian labour force. Slightly more than 12·1 per cent of Canada's married women are working for pay. Of the 5,641,000 men and women actually in jobs as at August 20, 1,268,000 were women, and 464,000 of them were married—slightly more than one in three.

The survey is being conducted with three general aims in mind. The first is to find out the types of jobs performed by married women in the labour force and their attitudes and plans in relation to their jobs. They will be asked about their training and experience to find out if they have occupational qualifications which are not being utilized in the jobs they are doing.

The second general aim is to relate the patterns of work to family and household responsibilities in regard to such things as the provisions being made for the care of children while mothers are working and the effect of the mother's employment on home and family life.

The third general aim is to find out as much as possible about their reasons for working and whether or not they plan to continue working.

The questions were drawn up through a pre-testing in which the Women's Bureau was assisted by a number of voluntary women's organizations. The fieldwork of the survey, which will be conducted through the schools of social work and other departments of several Canadian universities, and the compilation of results are expected to take several months to complete. A meeting of representatives of the organizations concerned with the planning and conduct of the survey was held in Ottawa on September 16. The other government departments and agencies which assisted in the planning were: the Dominion Bureau of Statistics, the Department of National Health and Welfare and the Unemployment Insurance Commission. The survey is being conducted by the Women's Bureau through the Maritime School of Social Work in Halifax, and the Schools of Social Work and other departments of Laval University, McGill University and the Universities of Montreal, Toronto, Manitoba, Saskatchewan, Alberta and British Columbia.

"Fresh Thinking Needed On Training of Youth"

Need for fresh thinking on the training of young people, especially for the skilled trades, was pointed up in an address on the effective use of manpower delivered before the Psychology Section of the British Association at Bristol, England, by its President, Alec Rodger.

A thorough examination of the apprenticeship system and all the good and bad restrictive practices associated with it is needed, he said.

The matter is important, said Mr. Rodger, because the coming of automation might soon force a review of ideas on training. It is also urgent because a minor manpower crisis looms ahead. The Government has estimated that in 1962, seven years from now, the number of young people attaining the present statutory school-leaving age of 15 will be roughly 50 per cent above the 1955 figure: 927,000 instead of 625,000.

"How ready," he asked, "is industry to take advantage of the fact that for every two boys of high capacity leaving school today there would be three in 1962?"

Number of Apprentices Should be Doubled—CCA

Although more than 500,000 construction workers are employed in Canada this year there are only some 22,500 registered apprentices in the industry, and the goal should be at least to double this number, W. G. Malcom, President of the Canadian Construction Association, said recently.

Mr. Malcom pointed out that the industry's efficiency and costs were in large part dependent upon the training of adequate numbers of recruits in properly balanced programs combining job-site and school instruction. Canada lacks the long-established tradition of apprenticeship training found in Europe, and although the apprenticeship program has shown substantial increases in the past decade most Canadians entering the industry obtain their skills through "pick-up" methods.

Mr. Malcolm called for greater effort to interest boys in becoming apprentices and employers in providing jobs and training.

"Both sides gain," he said. "In many cases boys who obtain a thorough trade training become foremen upon graduation. Many prominent construction men, including several past-presidents of the CCA, began their careers as apprentices.

"There are equally important advantages to the contractor in taking part in the apprenticeship program. Many contractors look to it as their main source of foremen and superintendents. Lack of proper skills makes for higher costs of construction."

The CCA President said that the advantages of entering building trades apprenticeship were never greater. Besides an expanding country, large construction programs and high earnings, new techniques have enabled construction operations to be carried out in the winter months, a period during which not long ago there was a shut-down. This trend, he said, is bound to increase.

See Supply of Graduates Inadequate for 3-4 Years

The supply of university graduates entering the Canadian labour force over the next three years will probably remain inadequate for almost all professions, according to a recent bulletin issued by the executive and professional division of the National Employment Service.

Engineering graduates continue to be in the heaviest demand, although a satisfactory supply appears to be in sight for the first time in many years. Judging from enrolment figures, which increased almost 100 per cent between 1950 and 1954, there should be 2,488 engineers graduating in 1958 to satisfy a demand which has been holding steady at about 2,500 a year.

The engineering profession, however, is not expected to be overcrowded even with the increased enrolment. The present shortage centres in the aircraft, electrical and oil industries.

Supply and Demand

The demand for graduates in commerce and business administration in recent years has been second only to that for engineers, and the shortage of them is not expected to lessen. Employers are showing themselves increasingly in favour of this course as training for a career in business. The number of graduates, which this year was about 750, is expected to be approximately 900 in 1958.

The shortage of graduates in medicine, dentistry, nursing and pharmacy is expected to continue. The short supply of doctors and dentists is due in main to lack of teaching facilities. Nursing is troubled by a loss of graduates to the United States and to matrimony. Pharmacy is attracting a decreasing number of students.

The supply of law graduates and the demand for them are expected to be more or less in balance by 1957 and 1958, when graduates will number slightly more than 700 each year. The number of salaried positions for lawyers is increasing slowly but steadily in all levels of government and business.

Graduates in art are now in increasing demand as the general attitude of the business world towards the value of their studies changes. For many years there were fewer openings for these graduates than were needed to absorb them. Business is discovering that technical knowledge, which an arts graduate can often learn after he joins the firm, is not enough in itself if a man must deal with people and, later, become an executive.

Graduates in science, particularly pure science, will definitely not be numerous enough to fill the needs which seem to be apparent in the nuclear science and electronic fields.

The shortage of teachers is likely to continue, as with graduates in agriculture. Architecture and geology can absorb more graduates than are graduating, and there is not expected to be any surplus in social work, theology and most other, smaller professions.

62529—2½

Opposition Growing to 3-Man Conciliation Board

Opposition to three-man conciliation boards is growing in Ontario. Three recent incidents have revealed this opposition.

A leading labour relations lawyer has spoken in defence of the conciliation process.

District Council 26 of the United Automobile Workers (CIO-CCL), at a meeting in Hamilton last month, announced its intention to boycott any future three-man board hearings. The Council also approved the action of UAW Regional Director George Burt in twice walking out the previous month of conciliation board hearings in the dispute between the union and General Motors.

(The conciliation board report in that dispute recommended decertification of any union that walked out of a board hearing.)

Elimination of Boards

The meetings also approved a resolution recommending that the conciliation board stage in the conciliation process be eliminated. An accompanying resolution suggested that costs of board hearings be diverted to enlarging the conciliation staff of the provincial Department of Labour.

In another case, a conciliation board in the dispute between Canadian Westinghouse and United Electrical Workers, Local 504, was told by the union that any recommendations it might make, whether they favoured one side or the other, would be an obstacle to a final settlement of the matters at issue. The union's brief to the board stated: "The questions are possible of solution only through direct negotiations between the parties and under conditions of realistic collective bargaining."

From the employer's side also a challenge has lately been thrown at a provincial conciliation board. The Guelph Stove Co. and Guelph Engineering Co., of Guelph, refused to nominate a representative to a three-man board after conciliation services had been granted to the United Steelworkers of America (CIO-CCL).

Irving W. Ford, staff superintendent of the T. Eaton Co., which owns the two Guelph plants, declined to give the companies' reasons for not nominating a member to the board, saying that he did not want to argue labour relations in public. "We expressed our reasons to the Labour Department," he said. "They didn't agree and went ahead."

Norman L. Mathews, special lecturer on labour relations at Osgoode Hall and former chairman of both provincial and federal law association committees on labour relations, in a speech before the St. Catharines Rotary Club, while admitting that there were a number of disadvantages to the present conciliation procedure in Ontario, said that in his opinion the advantages far outweighed the handicaps.

CBRE Triennial Meeting Calls for One Rail Union

Wage questions, revision of the union's 47-year-old constitution, and amalgamation of all Canadian transport workers' groups were among the matters discussed at the five-day triennial convention of the Canadian Brotherhood of Railway Employees, held in Niagara Falls during the latter part of September. About 450 delegates attended the sessions.

Two of the 102 resolutions from local divisions of the CBRE to come before the convention called for some form of unification of transport workers' organizations. One proposed that the CBRE should take the lead in bringing about the formation of a single union of Canadian railway workers. The other called for a "national transportation workers' federation" that would include employees in any form of transport.

Forthcoming railway wage negotiations were reported to have been discussed. Other topics discussed included automation, the inroads of road transport into rail business, the question of compulsory arbitration of railway disputes, and suggested revision of federal and provincial labour laws.

W. J. Smith, President of the union, speaking to the convention on the subject of automation, said that the guaranteed annual wage was not the complete answer to the problem of machines replacing manpower. He contended that "we must begin to consider seriously making a demand for a four-day, 32-hour week and organizing all the forces of labour, in and out of the industry, for such a demand".

Compulsory Arbitration

Mr. Smith also spoke against compulsory arbitration of railway disputes. "Let this convention make clear in unmistakeable terms our undying opposition to enforcement, now or in the future, of any form of compulsory arbitration," he said.

The CBRE President suggested that the federal Government should place highway transport under the control of the Board of Transport Commissioners.

Railwaymen to Demand Pay Raise, Health Plan

Canada's non-operating rail unions will demand an 18-per-cent wage increase and a health plan in their next negotiations. This was announced by Frank Hall, chairman of the negotiating committee, at the end of a two-day conference of representatives of 15 unions.

Mr. Hall said notice of the demands will be served on the railways early next month with the request that changes be made effective from January 1, 1956.

A statement issued to the press by Mr. Hall at the conference's conclusion said the unions would request:

1. A wage increase of 18 per cent on all existing rates of pay, effective January 1.

2. A health and welfare plan, details of which are presently being worked out.

3. Pay for three additional holidays. The present agreements provide pay for five holidays for hourly-rated employees only.

4. Extension of pay for these eight holidays for all monthly-rated workers.

Union policy, the statement said, "had been decided following a survey of general economic conditions, the improved earnings of the railways, and wage increases granted in other industries. The last wage increase on the railways became effective September 1, 1952."

Mr. Hall estimated the wage demands would cost the railways $70,000,000, but declined to estimate what the health plan and other benefits would cost. No wage request was included—or requested—in the current contract agreed upon by the railways and the unions only after prolonged conciliation and arbitration and signed by the union after being faced by a Government intention to call an emergency sitting of Parliament to prevent a strike. The current contract expires at the end of the year.

15,600 Accident Claims by Govt. Workers in Year

Total claims received by the Government Employees Compensation Branch during the fiscal year 1954-55 numbered 15,658, and 2,273 claims were carried over from previous years, according to the second annual statistical report issued by the Branch. Total claims finalled during the year were 14,251, and 3,680 were carried forward to 1955-56.

The report comprises tables showing: the nature of claims finalled, lost time for each category of claim, and cost for each category of claim. Each table is broken down by government department and province. There are also tables showing accident types and nature of injuries, both tables being divided by department. The table on lost time is an addition to the tables published in the previous year's report.

The largest number of claims finalled was those for medical aid only, which amounted to 7,629. The total amount of lost time for Canada in days was 315,345. The largest item was the time lost for fatal claims, *viz.*, 156,035 days; each death is conventionally charged as 6,000 man-days.

Total Cost of Claims

The total cost of claims finalled during the year for the whole of Canada was $1,625,094, to which must be added administration costs to the federal Government, including its share of administration costs paid to the provincial Workmen's Compensation Boards.

The largest number of accidents was caused by striking against, being struck by, or stepping on an object and by falling and slipping. Accidents of these types accounted for 9,487 of the total of 14,251 claims finalled.

N.Y. State Launches Plan To Help Older Workers

A special program to help older workers find jobs was launched August 30 by New York State. It was announced that 18 trained interviewers would be added to state employment offices in New York and five other cities.

Isador Lubin, State Industrial Commissioner, said 13 specialists would be assigned to New York City and one each in Buffalo, Rochester, Syracuse, White Plains and Newburgh.

State Senator Thomas C. Desmond, Chairman of the Joint Legislative Committee on Problems of the Aging, said the move to provide counselling fulfils one of the major goals of the Committee, but thought the number of specialists was insufficient.

Dr. Lubin stressed that the "great majority" of older men and women did not require or wish help in finding employment. But he said a minority had "special problems of one kind or another or have become so discouraged by fruitless and often badly directed job-hunting that they need counselling and special placement help".

The state Labor Department, he said, had set aside $50,000 of a federal grant for financing employment service operations to support the project.

Outlines Plan to "Dent" Age Barriers in U.S.

A six-point plant which was expected to make a "real dent" into the stubborn problem of age barriers to employment was outlined by Arthur Larson, United States' Under Secretary of Labor, at the Eighth Annual Conference on Aging held at Ann Arbor, Michigan. Some 800 persons from all parts of the United States, Canada, England and the Scandinavian countries attended.

The purpose behind the conference was to offer to experienced leaders as well as to newcomers in the field of the aging the opportunity to learn more about principles and techniques for developing programs and services for the aging. The conference's theme was "Applying Today's Knowledge Today".

Outline of Plan

The six points as outlined by Mr. Larson were:

1. An analysis of the work record of older workers with regard to performance, attitude, productivity and other items. Said Mr. Larson: "Businessmen are not going to hire older workers for sentimental reasons, they want to be shown that it is good business to do so." He added that other surveys already have shown that older workers generally were more dependable and had less absenteeism than younger persons. He hoped, however, that this new study to be made by his Department would be of such scope and authority that it would carry real conviction.

2. To find out just how much of a "road-block" is the problem of pension rights for older workers and just how this barrier may be surmounted.

3. An analysis of what success unions and employers have had in their efforts to deal with age difficulties in employment. Part of this would be an analysis of some 5,000 collective bargaining contracts to see what measures have been adopted dealing with the subject of age in employment.

4. To find out what management really thinks and does about hiring, retention, and laying-off of older workers, and the real reasons for these practices.

5. An improvement and extension of individualized placement and counselling services through the facilities of affiliated state employment services.

6. An effort to tap the vast resources of mature women to meet some of the most pressing job shortages facing us today.

Mr. Larson stated that his Department firmly believed in the principle of flexible retirement. He went on to say that the U.S. Department of Labor was not the only federal department concerned with the problem of the aging. The U.S. Department of Health, Education and Welfare and the Department of Agriculture were also very much concerned with the problem.

Warner Bloomberg, Jr., a union official from Chicago, pointed out that automation could bring in a golden age with tremendous benefits for all with shorter hours and better wages for all workers. However, he stressed, there was no single pre-determined outcome because the question of what would be done with automation had not yet been answered. He felt there would be a higher status for older workers because of automation and that re-training programs would become of more value because in many cases it might be easier to re-train older experienced workers for key jobs under automation than to train young inexperienced workers from scratch.

James Stern, a representative of the automotive industry, stated that automation represented the tool for the abolition of poverty because of the great increase in productivity it brought about. However, he pointed out, careful study and planning was necessary to insure that automation produced the benefits for all which could be derived from its effects.

About Half Those Over 65 Found to Have Income

Nearly half of all persons in the United States aged 65 and over receive some income on which they can rely for the rest of their lives, according to a study quoted by the *Weekly Labor News Memorandum* of the N.Y. State Department of Labor.

Retirement Benefits

Although earnings continue to be the largest source of money income, amounting to about 40 per cent, during the period covered by the years 1951 to 1954 inclusive there was a rise of almost two-thirds in the proportion of aged persons having retirement benefits, such as Social Security, an industrial pension, or veterans' benefits.

The proportion of aged persons receiving public assistance fell 20 per cent in the four years, and the proportion having no money income or income solely from other sources dropped 40 per cent.

Home ownership is much more common among persons aged 65 and over than amongst younger persons, the survey found.

Fewer Persons Receive Old Age Assistance

The number of persons receiving old age assistance in Canada decreased from 94,625 at March 31, 1955, to 94,493 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled $5,286,008.26 for the quarter ended June 30, 1955, compared with $5,254,652.71 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $67,849,362.81.

At June 30, 1955, the average monthly assistance in the province paying a maximum of $40 a month ranged from $33.70 to $37.66, except for one province where the average was $27.55. In Newfoundland, which pays a maximum of $30 a month, the average was $29.36.

Canadian Participation in World Unionism Explained

The motive force behind Canadian participation in world trade unionism is community of interest and purpose with the workers of other countries and a realization that, directly or indirectly, what happens in any part of the globe has some impact on the lives of Canadians generally, and of Canadian workers in particular, it is stated in an article published in the September number of *External Affairs*, monthly publication of the Department of External Affairs.

The long apprenticeship which Canadian unionists have served in the international unions of North America has enabled them to make a useful contribution to the work of the free world labour movement, the article points out. Canadians have been members of, and participants in, international unions for more than a hundred years. Out of a total of more than a million and a quarter Canadian trade unionists, some 80 per cent belong to unions whose headquarters are outside Canada.

Canadian interest in international unions began in the days of the free border between Canada and the United States, when passage to and from the two countries was a casual affair, with no rigid immigration inspection, and no need for passports or border-crossing cards. Labour was extremely mobile and the "tramp" worker was common. Workers were constantly on the move; the whole continent was their workshop. With industry and, consequently, unionism having an earlier start in the United States than in Canada, international unionism became the instrument to be used by migrant United States and Canadian workers to improve wages and working conditions generally.

"Tramp miners, printers, construction workers and railroad boomers carried their union cards and unions with them into all parts of the continent. International unionism thus took root in Canada," the article says.

Participation of Canadians in international unions "has assumed such large proportions that policy decisions by the unions affect many people in Canada as well as in the United States," the article states.

"This mass form of Canadian activity in international unions," the article asserts, "has created a personal relationship that brings together on a day-to-day basis a fellowship of tens of thousands of people of Canada and the United States." In this fellowship lies a great contribution to continuing peace between the two neighbours.

This experience of international trade unionism has helped to give Canadian unionists an interest in world organizations. Canadian workers are affiliated with two world labour organizations. Canadian unions with connections in the United States are associated with the International Confederation of Free Trade Unions, while the unions of the Canadian and Catholic Confederation of Labour are affiliated with the International Confederation of Christian Trade Unions.

The article then gives some of the history and describes the structure of the two world organizations of free trade unions.

Canadian labour shares a belief in the interdependence of peoples in the modern world. Accepting the truth of the saying that no man is an island, Canadian unionists realize that they will prosper only to the extent that they contribute to the well-being of the workers of all nations, the article concludes.

The article was written by Pat Conroy, Canadian Labour Attaché at Washington.

A United States company that was once a leader in resisting union organization last month signed a union-shop and union-label agreement. The International Association of Machinists (AFL) reported that the Sperry-Rand Corporation, formerly the Remington-Rand Corporation, had signed such a contract covering its plant in Elmira, N.Y.

Training of Disabled Proceeds in 6 Provinces

In six provinces, training of the disabled is proceeding under the recent revision of the Canadian Vocational Training Act, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, reported to the 11th meeting of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons, held in Winnipeg.

Medical rehabilitation projects are going forward in most provinces and there has been an expansion of the services available to individuals who wish to take training in the rehabilitation field, he added.

Two universities have recently established courses for physio and occupational therapists. Dr. Hoyle Campbell reported, however, that an acute demand for both types of therapists still exists.

Federal Plan

One of the principal items on the meeting's agenda was the consideration of a report prepared by a sub-committee which outlines a framework within which it is hoped to build a comprehensive and effective rehabilitation plan for Canada. Mr. Campbell and the representatives of the three federal departments most directly concerned were asked to prepare a revision of the report for presentation to the next meeting of the National Advisory Committee, being held in Quebec this month.

Dr. G. Fred McNally was chairman of the meeting.

Blind Persons' Allowance Paid to 8,140 at June 1

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,122 at March 31, 1955, to 8,140 at June 30.

Government Contributions

The federal Government's contributions under the federal-provincial scheme totalled $719,314.02 for the quarter ended June 30, 1955, compared with $719,068.72 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $10,226,266.48.

At June 30, 1955, the average monthly allowance in the provinces ranged from $37.65 to $39.63. In all provinces the maximum allowance paid was $40 a month.

Plan Vancouver Centre To Train Handicapped

Construction of a $100,000 centre for the occupational training of handicapped persons at Vancouver, B.C., is expected to begin early next year.

A group of volunteer workers at Vancouver, termed an "enterprises for the handicapped" organization, has taken an option on an acre of land for $38,500 and hopes to start the first building as soon as enough donations are in hand.

Crafts and Trades

Chairman of the group's ways and means committee, Alfred Deyong, said the centre will train the handicapped in crafts and trades such as sign writing, stencil cutting, silk screen work and watch-making.

Eventually the group hopes to build a factory on the premises staffed as far as possible by handicapped persons from all parts of British Columbia.

It is planned that the centre will train an average of about 50 persons at its beginning but will eventually increase the number.

Quebec Opens New Wing Of Apprenticeship School

The new million-dollar wing of Quebec province's apprenticeship training centre at Montreal was officially opened on September 19 by Premier Duplessis.

The event also marked the 10th anniversary of the inauguration of Quebec's apprentice training plan, which now is the largest of its kind in the world.

Quebec Labour Minister Antonio Barrette said that during the first year of the centre's operation only 85 students took advantage of the course but that today more than 1,200 students are enrolled in the various trades taught at the centre.

Premier Duplessis recalled that during the immediate postwar period there was a shortage of skilled labour to fulfil demands.

"Together the three parties—labour, management and the state, each playing its own part and each contributing its own share—were able to establish this apprenticeship centre. The plan was a new one and today we can truthfully say it is the largest and best equipped centre of its kind in the world. Labour and management officials from all parts of the world have come here to find out how this was accomplished so that they could follow our example in their own countries."

Demand for Handicapped Workers Said Growing

There is a growing demand in industry for handicapped employees, Eugene E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, told a Toronto meeting last month. He suggested employers hire at least a small percentage of handicapped persons.

The prevention of accident and rehabilitation of injured workers, he said, was more important than cash benefits. More than the Board's $1,000,000-a-year budget was needed for the two purposes, he pointed out.

He said employers and the medical profession could co-operate more closely to provide better first-aid treatment on the spot when workers were injured.

Trend to Labour Unity "Helpful"—ILO's Morse

"The trend towards closer co-operation and a greater degree of unity within the trade union movement, and the growth and development of Canadian workers' unions generally, make this Labour Day more important than any of those preceding it," said ILO Director-General David A. Morse in a Labour Day message to the workers of Canada.

"Fifteen million human beings and hundreds of unions make up the labour movement in Canada and the United States, and while no one expects all differences of opinion will disappear overnight, the trend towards greater understanding should be helpful.

"With new union unity and strength will come new responsibilities; but it seems clear that these are understood and accepted by the great majority of union members.

"I am convinced that the future will show more harmony in the North American labour movement and this will contribute to advancing living standards," Mr. Morse said in his message.

CIO Questions Figures On U.S. Employment

The Congress of Industrial Organizations last month questioned what they considered variances between two series of employment figures issued by the United States Government. They contended that the more favourable figures had been emphasized in press releases.

The Government has taken the position that there are more parallels than variances in the figures, but plans further study.

The United States employment figures are gathered independently by the Commerce Department's Bureau of Census and the Labor Department's Bureau of Labor Statistics. The results are announced jointly.

Employment in U.S. Sets 3rd Consecutive Record

The number of persons employed in the United States reached the record figure of 65,500,000 in August. This made August the third consecutive month in which the employment total exceeded previous records. The figure for July was 64,995,000 and that for June 64,016,000.

Unemployment fell by another quarter of a million to 2·2 million, or 3·3 per cent of the labour force, the lowest since the fall of 1953. Since more persons than usual came into the labour market to look for jobs, the unemployment drop between July and August this year was smaller than in some other postwar years.

The reduction in unemployment compared with last year was especially large among those seeking work for 15 weeks or longer, being down to 450,000 persons, as against 850,000 in August 1954.

Employment picked up seasonally in non-agricultural industries, while at the same time agricultural employment held close to the level reached in June and July instead of showing its usual pre-harvest decline. Employment gains occurred in furniture, radio and television manufacturing; the only important decline in manufacturing being in the automobile industry, as the model changeover period started.

Best Business Year Ever Seen in United States

The best business year in history was forecast for the United States by the Chamber of Commerce of the United States in its regular quarterly report on the economic outlook published last month.

The report said retailers expect the best Christmas volume in history and that construction is expected to set a new record and to go still higher in 1956. A moderate decline in the number of houses started next year was regarded as possible, however.

Practically all business barometers except agriculture are at new highs, the Chamber noted.

Canada's Gross Product Shows Increase—DBS

Canada's gross national product for the second quarter of 1955 was estimated to be running at a rate of $26,200,000,000, a gain of 4 per cent over the rate of the first quarter of the year and 9 per cent over the annual average for 1954 of $24,000,000,000.

According to the DBS quarterly report issued in mid-September, these figures suggest a record gross national product of close to $26,000,000,000 for this year, the largest previous figure having been $24,400,000,000 in 1953.

However, about $300,000,000 of the increase over last year is due to an estimated increase in crop production in 1955, and some uncertainty arises as to the disposal of the grain crop, the selling of which is assumed in the estimate.

Leaving aside farm production, the Bureau said that the general level of activity was 8 per cent above the 1954 annual average and also 8 per cent above the peak reached in the July-September quarter of 1953, just before the drop in business activity.

Almost all industrial groups have shared in the advance in production, but it was estimated that about half of the gain between the first and second quarters occurred in manufacturing, in which production was said to be about 8 per cent higher than in the second quarter of 1954.

Wages and salaries reached an annual rate of $12,700,000,000 in the quarter, an increase of 7 per cent over the same period of the previous year. The total number of persons with jobs was about 3 per cent higher, and the number of persons without jobs and seeking work 2 per cent lower during the second quarter than in the same period a year earlier.

Investment in new residential construction rose by approximately 12 per cent from the first to the second quarter of 1955 and was 33 per cent higher than in the second quarter of 1954.

Referring to the rise in the Canadian economy, M. S. Beringer, President of the British American Oil Co., in a recent speech in Toronto predicted further striking advances during the next two years, though he expected the rate of growth to be a little slower than in recent years. Capital investment for 1955, he said, is forecast at $5,900,000,000, which is 6 per cent higher than in 1954. With the annual increase for 1956 and 1957 at an estimated 5 per cent, capital investment in 1957 should reach some $6,400,000,000, he said.

C.A.A.L.L. Holds 14th Annual Conference

The Canadian Association of Administrators of Labour Legislation held its 14th annual conference in Regina from August 30 to September 2. The Association includes officers of the federal and provincial Departments of Labour, and federal and provincial boards and commissions administering labour laws.

About 50 persons representing all provinces, the federal Department of Labour and the Unemployment Insurance Commission attended the four-day meeting to discuss conciliation procedures in the settlement of disputes, the training of labour inspectors, and recent legislative and administrative developments in all provinces and the federal field. The agenda also included reports of the Association's committees on apprenticeship, the International Labour Organization, labour relations statistics, and on provincial recognition of safety codes of the Canadian Standards Association. A progress report on a Safety Code for Punch Press Guarding, which is being prepared by the Canadian Standards Association at the request of the C.A.A.L.L., was also given.

The Hon. C. C. Williams, Minister of Labour of Saskatchewan, commended the Association for its work in promoting uniformity in labour legislation and administration across Canada. In his opening remarks, the President, R. E. Anderson, Chief Administrative Officer of the Nova Scotia Department of Labour, reviewed the objects of the organization and referred to the measure of success which the C.A.A.L.L. had achieved in carrying out these objects. The greater knowledge of legislation that had resulted from these annual meetings had promoted to some extent, he stated, a gradual improvement over the years in standards of law enforcement and administration.

The Hon. T. C. Douglas, Premier of Saskatchewan, who addressed the dinner meeting, outlined Saskatchewan's development and industrial progress since its pioneer days and told of its present developing resources and industries.

Referring to the problems arising from increasing industrialization in Canada, the Premier pointed out that it would become increasingly a problem to establish proper human relations in industry.

"What we are seeking to do," he said, "is to build, as you are in your provinces, the kind of legislation and the kind of labour administration that will recognize the dignity and place of labour . . . and that

will recognize that men have the right to associate themselves together in order to obtain better conditions for themselves and for their fellows."

Premier Douglas emphasized the value of the C.A.A.L.L. for the exchange of ideas and a greater understanding and appreciation of each other's points of view. Such conferences were also important, he said, in developing a Canadian point of view and a Canadian approach to world problems.

The federal and provincial representatives attending the conference included: *British Columbia*—William Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations; B. W. Dysart, Chief Administrative Officer, Department of Labour. *Alberta*—Hon. R. Reierson, Minister of Industries and Labour; J. E. Oberholtzer, Deputy Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; F. G. Cope, Chief Labour Inspector; H. C. French, Administrative Assistant to Chairman, Board of Industrial Relations. *Saskatchewan*—Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; H. J. Brake, Chief Electrical and Gas Inspector; H. A. Lines, Assistant Chief Gas Inspector; J. Taylor, Chief Inspector of Boilers, Pressure Vessels and Elevators; J. Balfour, Boiler Inspector; R. Switzer, Fire Commissioner; D. Williams, Chief Inspector of Theatres; F. Ellis, Director of Apprenticeship and Tradesmen's Qualifications; P. Wagner, Assistant Director of Apprenticeship and Tradesmen's Qualifications; C. K. Murchison, Director of Wages and Hours; Miss M. Rocan, Assistant Director of Wages and Hours; Mrs. M. Stuart, Secretary, Labour Relations Board; S. J. Tabbutt, Chief Industrial Relations Officer; D. Gray, Administrative Officer, Department of Labour; M. Spalding, Research Economist, Department of Labour; A. D. Connon, Commissioner, Workmen's Compensation Board; G. Begg, Secretary, Workmen's Compensation Board. *Manitoba*—W. Elliott Wilson, QC, Deputy Minister of Labour. *Ontario*—J. B. Metzler, Deputy Minister of Labour; E. H. Gilbert, Chief Inspector; Mrs. J. Grimshaw, Economist, Department of Labour. *Quebec*—Donat Quimper, Associate Deputy Minister of Labour; Cyprian Miron, Director, Conciliation and Arbitration Service; Wilfrid Beaulac, Director, Labour Inspection Service, Quebec District; Conrad H. Lebrun, Vice-President, Labour Relations Board; Benoit Tousignant, Chief Inspector, Labour Relations Board; Jacques Casgrain, Technical Adviser, Department of Labour. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; W. F. White, Director, Minimum Wages and Labour Relations Branch. *Nova Scotia*—Hon. J. Clyde Nunn, Minister of Labour and Public Welfare; R. E. Anderson, Chief Administrative Officer, Department of Labour; B. D. Anthony, Departmental Executive Officer. *Prince Edward Island*—Hon. W. F. Alan Stewart, Minister of Welfare and Labour. *Newfoundland*—G. T. Dyer, Deputy Minister of Labour. *Federal*—Bernard Wilson, Assistant Director of Industrial Relations; John Mainwaring, Chief, Labour Management Division, Economics and Research Branch; J. S. Gunn, Industrial Relations Officer, Winnipeg; Miss Evelyn Woolner, Legislation Branch; Miss Evelyn Best, Legislation Branch; William Duncan, Prairie Regional Superintendent, Unemployment Insurance Commission.

The officers elected to the Association's Executive Committee for the coming year are: President: Donat Quimper, Quebec; 1st Vice-President: H. S. Elkin, Saskatchewan; 2nd Vice-President: William Sands, British Columbia; Secretary-Treasurer: Miss Evelyn Best, Ottawa; Past President: R. E. Anderson, Nova Scotia.

Industrial Production Up 9·2 Per Cent in June

Canadian industry produced 9·2 per cent more in June than in the same month last year and output in the first half averaged 6·4 per cent above the 1954 level, the Dominion Bureau of Statistics reports.

The Bureau's composite index of industrial production (1935-39=100) registered 275·7 for June compared with 252·5 a year earlier and averaged 256·4 for the first six months of 1955 as against 241·0 for the first half of 1954.

Production Jumps, But Little Optimism in Textiles

Despite a 23-per-cent jump in the output of textile manufacturers in June of this year compared with June 1954, textile manufacturers showed few signs of optimism.

Textile industry spokesmen, while granting that there were higher production, longer weekly working hours and increased employment, said the industry generally feels it has made these gains through heavier advertising and highly competitive selling both against imported goods and within the Canadian industry itself.

The result, they said, was that production of Canadian textiles had increased but profits had been shaved almost to nothing.

Ottawa TLC Low-rental Housing Project Opened

On Labour Day, the first 44 units of the Ottawa Trades and Labour Council's housing development, Mooretown, were officially opened by Mayor Charlotte Whitton, exactly one year after she had turned the first sod on Labour Day 1954.

At the opening, Les Wismer, President of the Ottawa Council, announced that construction of 100 more units would get under way some time this month. An eventual 300 low-rental homes has been planned for Mooretown.

Mayor Whitton called Mooretown an example of "co-operation between public authority and labour". She urged that low-rental accommodation for older people be included in future projects, and said that these should not be set apart but should be intermixed with the homes of families of younger generations.

Mr. Wismer replied that 20 of the projected additional 100 units would be for old couples. He said approximately 50 of the ultimate 300 units would be designed for the aged.

In addition to providing low-rental accommodation, the project was designed to alleviate winter unemployment among Ottawa's building tradesmen.

The rent for each of the new 44 units is $58 a month. This was calculated to provide, in general terms, that one week's wage should equal one month's rent. The family income ceiling is set at $3,500 a year. The family structure is set at two parents and at least two children below the age of 14 years.

The units are six-roomed houses. They have three bedrooms and three-piece bath upstairs; living room, dining room and complete kitchen on the first floor; and a full basement. They are built on poured concrete foundations with lath and plaster on the inside and brick veneer on the outside.

The 44 units, all of which are of approximately the same design, are contained in 13 structures, nine of four units and four doubles. In front of each unit is space for a lawn, while at the rear there is plenty of yard area. All units contain a gravity-fed coal furnace.

Units for older people to be included in the next project will be of a different construction, and will rent for only $40. They will be one floor, self-contained apartments, heated by a central plant.

Mooretown, named for the Trades and Labour Congress' longtime president, Tom Moore, who died in 1946, is Canadian labour's first venture into public housing.

The city provided the necessary equity capital if the Council would establish a satisfactory housing company which would take full responsibility for the erection and administration of the proposed housing units.

The Council sought and obtained a charter from the provincial government for a limited dividend corporation within the meaning of the National Housing Act. This corporation was called Mooretown Limited.

Mooretown Limited was able to obtain land within the city of Ottawa priced low enough to allow low-rental housing to be built on it, and then proposed to the city that 44 low-rental housing units be constructed on this land at a cost not exceeding $10,000 per unit. Under the terms of the National Housing Act, a corporation such as Mooretown Limited must have equity capital of at least 10 per cent of the total project cost in order to qualify for a low-interest, long-term mortgage loan sufficient to complete the project. The city agreed to purchase shares in Mooretown Limited up to 44,000 for $44,000.

It was stressed when Mooretown Limited approached Central Mortgage and Housing Corporation for a loan that Mooretown wished to construct the housing units during the winter months of 1954-55.

The final terms and estimates were agreed upon with Central Mortgage and Housing Corporation, and the necessary approvals were obtained from the provincial Minister of Planning and Development and the Municipal Board in time for work to begin on the site at the end of October 1954.

All of the Mooretown Limited operations are governed by two agreements, one with Ottawa and another with Central Mortgage and Housing Corporation. Mooretown pays all city taxes but it is provided that they shall not exceed 25 per cent of the gross rentals. The mortgage, with an interest of 3¾ per cent, will be paid off over a period of 40 years.

Acting as a general contractor, Mooretown Limited has a signed agreement with Local 91, United Brotherhood of Carpenters and Joiners. Sublet work is carried on under contract with firms who have agreements with local unions.

The Ottawa Trades and Labour Council feel that on this first project they have shown, to their own satisfaction at least, that the winter work was feasible. On their next project they hope to come up with a better set of figures which will indicate fully what can be done.

87th Annual Trades Union Congress

Convention defeats attempt to commit TUC to policy of unlimited wage demands, gives more power to executive to intervene in industrial disputes, rejects motion calling for international trade union solidarity

The Trades Union Congress met in Southport, September 5-9, for its 87th annual convention. Some 1,000 delegates attended, representing more than 8,000,000 members.

Attention of the delegates this year was focused on problems of their own unions: the structure of the movement, powers of the General Council, conduct of industrial disputes and racial discrimination among workers. Of the 82 motions tabled by affiliated unions, one in three fell under the heading of "trade union organization and practice".

The Congress:

Defeated a Communist-led attempt to commit it to a policy of unlimited wage claims.

Gave more power to the General Council to intervene in industrial disputes before a deadlock is reached.

Rejected a left-wing motion calling for international trade union solidarity, which it regarded as an overture to the Communist-dominated World Federation of Trade Unions.

Two major proposals were put forward by the President, Charles J. Geddes: (1) a survey of postwar years by TUC economic experts, with a view to formulating a national trade union economic policy; and (2) the setting up of an arbitration appeal tribunal.

W. B. Beard, General Secretary of the United Patternmakers' Association, was elected TUC Chairman for the coming year.

Presidential Address

In what the London *Times* described as "the most arresting and controversial presidential address for many years," President Charles J. Geddes, in his opening address, put forward two constructive proposals for dealing with wages policy and strikes. According to the *Times,* the General Council had not been previously consulted on either of these two major proposals.

Mr. Geddes' first suggestion was for a special conference of trade union executives to formulate a national trade union economic policy, based on a detailed survey of the postwar years.

His second suggestion was the setting up of an arbitration appeal tribunal to which either party would have the right to appeal from the decisions of existing tribunals.

Mr. Geddes expressed surprise at the result of the general election earlier in the year. Many workers, he said, including trade unionists, had decided to return the Conservatives to power with a considerable majority instead of the Labour Party, whose policy was decided by the workers themselves.

"They are apparently determined to learn the hard way. The financial squeeze is on," he asserted, "and industrial development and home consumption are being restricted. The trade union movement must be on guard against possible political developments designed to save the country's economic fabric by placing the burden of sacrifice almost entirely on the shoulders of the workers."

The unions, however, continued Mr. Geddes, cannot evade their own responsibilities in the economic position. If it should change for the worse their members would be the first to suffer.

"They had believed in the past that when they worked to improve their own conditions they were working also for the benefit of their children, but if they were not careful now they would be working for themselves at their children's expense. If full employment were over-exploited their children might be exploited by unemployment."

Referring to current reports that prices, imports and expenditures were rising too much in relation to output, exports and saving, and that wage demands were threatening the economy, Mr. Geddes said this was "boss talk" to frighten workers from claiming their just share of the fruits of apparently continuing and rising prosperity. Some of the fears were more real than others and the unions must know exactly how true or false they are. He proposed, therefore, that TUC economic experts at headquarters prepare an economic survey of the postwar years and from it draw conclusions for the future. When they know the facts, he said, they could take positive action to avoid such dangers as were proved to exist.

On the subject of strikes, Mr. Geddes suggested that arbitration machinery was the means by which most of their causes could be reduced.

New TUC Chairman

W. B. Beard, General Secretary of the United Patternmakers' Association, was elected chairman for the coming year. He has been a member of the Council since 1947 and holds the office of chairman of the Council's education committee.

The Chancellor of the Exchequer, stated Mr. Geddes, has said that strikes had been one cause of the deterioration in the economic situation. This might, he observed, be partly an excuse for government failure but strikes might well have been a contributory factor. Any disturbance in the even flow from the production lines must be considered. The unions could not and should not try to abolish strikes but their causes must be removed whenever possible. Adequate arbitration machinery would seem to be the means by which most of the causes could be reduced. But an arbitration body was not entitled to assume the role of wage fixer or wage regulator and by this means impose unacceptable collective agreements of its own design.

"Arbitration is so much a part of British industry," Mr. Geddes continued, "that we have, as it were, created an industrial judiciary and given it powers which are greater than those of the legal judiciary. Its summing up is done in private. It tells no one why its decisions were reached, it recognizes no authority but its own. Its decisions are final and there is no appeal.

"Is it not time we overhauled this vital part of the industrial machine? Why should industrial arbitrators be virtual dictators, answerable for their actions only to themselves? Why should not consideration be given to the setting up of an arbitration appeal tribunal, where both sides can seek a second opinion?"

Turning to the international scene, Mr. Geddes said it was a sad commentary that the Big Four meeting at Geneva had been brought about by man's fear of the thermonuclear weapon. The Labour movement, had, ever since World War I, he said, advocated progressive disarmament and the elimination of war but had always felt that there was time to do it so that they would not be forced into false positions by premature judgments. They know now that there is no time left for any such slow and casual consideration of the issue.

"What we are therefore faced with," he said, "is not merely a slow step forward in disarmament but the development of an international unity of nations, aware of the absolute necessity of abolishing war itself. Until now, this has been a dream of the altruists. From now, it is an imperative necessity."

The aim, he said, must be a world community devoted to the development of social justice among the nations. It must not be left as an ideal for future generations to achieve; it is a challenge to the intelligence and moral purpose of the civilized world and to the British labour movement in particular.

Intervention in Disputes

By a majority vote of roughly five to three, the General Council secured authority to intervene in industrial disputes before negotiations break down.

Opposing the resolution were representatives of the Electrical Trades Union, National Union of Railwaymen, the Furniture Workers and the Fire Brigades Union.

Approval was gained only after some speakers had voiced the reluctance of certain of the smaller organizations to trust a general council which they alleged to be under the domination of the big unions.

The proposed amendment was introduced by TUC General Secretary Sir Vincent Tewson.

After spending some time in emphasizing the virtues of the British system of collective bargaining and complaining of a plethora of advice from the uninformed, he pointed out that there could not be an upheaval in one large sector of industry without the greater part of industry being affected.

There must be a constant struggle to maintain full employment, Sir Vincent said, and if grave difficulties came, the need for unity in the movement would be as great as it was when the TUC was created. They could not shelve their responsibility in the field of inter-union relationships, even though in the final event they had to rely on the good sense of affiliated organizations, aided by the available machinery.

There was no need for contention over the Council's proposed amendment to the rules, he said. When the TUC had been asked to intervene in disputes in the past these had often already reached a serious stage. There was no intention of destroying the autonomy of individual unions, nor would the Council assume dictatorial powers, but it was proposed that the unions should accept some moral persuasion and allow the Council some initiative. He appealed to the Congress to trust the members of the Council as practical and responsible people, who would serve them with good sense and discretion if they were given these further powers.

A composite motion introduced by the National Union of Vehicle Builders which,

among other statements, declared the TUC would resist any legislation which sought to prevent or punish workers who contemplated or took strike action, was remitted to the General Council.

Unofficial Strikes Condemned

A motion condemning unauthorized stoppages and unofficial strikes as damaging to the trade union movement and to the established system of collective bargaining was carried by a large majority.

In introducing the resolution, the mover, A. Prestwich, representing the Engineer Surveyors' Association, questioned whether the sense of responsibility in trade unions had developed to match their legalized powers. He said:

> The general council could exhort and caution, but they had no authority. Many unions seemed to be unable to control their members. This faced them with the "shocking alternatives" of civil war inside unions or constant concessions by union leaders to strikers' demands. It would be a sorry day when the trade union movement lost the respect of the nation and the workers were thought to be working for themselves alone. The power in the movement must rest in the hands of responsible people. Unofficial strikes were similar to mutiny, and, where they damaged the national economy, were near to treason. If the movement had to be cleaned up it should be done from the inside.

Moderate Wages Policy

Deferring to a threatening economic crisis, Congress adopted a moderate policy on wages after defeating a left-wing motion expressing "firm opposition to any form of wage restraint". At the same time, warnings were issued to the Government on its economic policy.

The defeated motion was presented by a member of the Electrical Trades Union who is also a member of the Communist Party executive. The resolution, which would have committed Congress to support the efforts of all affiliated unions to improve wages and working conditions of their members, was rejected by a majority of two to one.

In place of the defeated motion, Congress approved a moderate amendment rejecting any arbitrary restrictions on free collective bargaining and upheld the right of unions to protect and improve their members' wages and working conditions.

The debate was opened by W. L. Heywood, chairman of the economic committee of the General Council, who, in a severe criticism of the Government's economic policy, expressed the fear that the Government's measures to deal with the economic crisis would result in unemployment.

TUC membership

TUC membership at the end of the year had reached a record of 8,106,958, an increase of 13,121 over the previous year's total, it was reported at the annual congress.

To those who advocate throwing aside all restraint, he said: "Are we to go on chasing each other while the balance of payments gets worse and worse?" He advised trade union executives to reflect seriously on the nature of the present economic difficulties and to see to it that nothing they did would imperil full employment or the high living standards they had gained for their members.

Overtime and the 40-Hour Week

A stormy debate arose out of a resolution voicing alarm at the growing extension of the working week and, while recognizing the need for occasional overtime work, calling for a drastic reduction of systematic and excessive overtime and a vigorous campaign to achieve the 40-hour week.

Sponsoring the resolution were delegates from the Blacksmiths' Society and the Electrical Trades Union. The amount of overtime being worked, they argued, was injurious to health. Working hours, they stated, are longer in Britain than in other European countries and workers are beginning to accept it as a normal condition of employment.

In reply, Mr. Heywood, for the General Council, noted that the 40-hour week is the policy of many unions but it should be pressed at suitable and appropriate times. If it were demanded now, he said, employers would have to take on more workers at a time when there is a grave shortage of labour in many industries. A 40-hour week now would simply mean more overtime work.

What would happen, Mr. Heywood asked, if miners refused to work overtime regularly in Saturday shifts? Workers in other industries would be put on short time because of shortage of fuel. The General Council believed that regular overtime was unavoidable in some sections of industry and therefore he asked the movers to remit the motion to the Council. This the movers refused to do and Mr. Heywood called upon the delegates to reject the motion. When a vote was taken, the motion was defeated by 4,303,000 votes to 3,664,000.

Technological Development

Automation was the subject of a long and interesting debate, which showed the delegates on the whole ready and even

keen to see it developed but anxious about the complex human, social and economic problems they expect to result from it.

There was a conflict of views between the General Council and some delegates on the desirability of a progressive transfer of the control of such technological developments from private undertakings to social ownership.

A resolution presented by the National Union of General and Municipal Workers, and supported by the General Council, saw in future technological advances, including electronics and automatic processes, new opportunities for the trade union movement to secure higher living standards for its members and the community generally.

"Congress foresees, however," stated the resolution, "that these opportunities will be attended by new and complex human, social and economic problems, the just and peaceful solution of which will depend upon a greater measure of workers' participation in industry through the medium of joint consultation."

The resolution also welcomed the initiative of the General Council in starting discussions on trade union problems arising from the new developments and urged that they be continued so that the whole movement might be equipped to deal with the matter.

The resolution was carried after an amendment proposed by the National Union of Public Employees was defeated. The amendment urged the progressive transfer of private undertakings to social ownership and asked that plans for the extension of social ownership to appropriate industries should be prepared to facilitate and control technological developments in the interests of the workers and the community.

International Trade Union Solidarity

A motion calling for discussions between the General Council and "appropriate organizations" to secure international solidarity of the workers of all countries was rejected.

In opposing the motion on behalf of the General Council, the General Secretary, Sir Vincent Tewson, made it clear that he regarded the move as an attempt to have the International Confederation of Free Trade Unions co-operate with the Communist-dominated World Federation of Trade Unions.

The motion, he said, was one of tactics, not policy. They were prepared to discuss scientific, technical and similar questions with people in Communist countries who had knowledge of such things, but it would be a waste of the members' contributions to the TUC to discuss free trade unionism with the Russians. They must not estrange old friends by the methods they used in trying to make new friends.

Nationalization

Two composite resolutions dealing with nationalization and the finance and structure of nationalized industries were referred to the General Council.

The first, submitted by the Amalgamated Engineering Union, declared Congress adherence to the basic principles of socialism, having regard to the rapid introduction of new techniques, particularly automation, throughout industry. The motion instructed the General Council, in conjunction with the Labour Party executive and the unions or federation of unions concerned, to formulate a plan for the nationalization of suitable sections of the engineering, chemical and building and building materials industries.

J. S. Campbell, for the General Council, asked that the motion be remitted to the General Council, not with any idea that it would be buried, but because the Council felt that they could not take a resolution of that kind without giving it serious thought and consideration.

The second resolution stated that the compensation paid to former owners of the nationalized industries, together with an undemocratic organization, had prevented the proper fulfilment of the objects of nationalization, namely, up-to-date equipment of the industries to ensure a cheap commodity coupled with good wages and working conditions. It demanded that the basis of compensation be re-examined and plans for extending nationalization be based on the principles of industrial democracy.

Racial Discrimination

Congress affirmed its complete opposition to all forms of racial discrimination in whatever countries it is manifested.

Another motion, submitted by the Chemical Workers' Union, welcomed workers from undeveloped Commonwealth areas into employment in British industry and opposed all attempts based on the colour bar to deny accepted rights to citizens of the Commonwealth. It urged immediate steps to establish balanced economies, which would make it unnecessary for the native populations to seek employment and security elsewhere.

Other Resolutions

Other resolutions called for:

Immediate steps to reduce the period of national service.

Raising of the school-leaving age to 16 years, with April 1960 as the target date.

A survey of the general apprentice schemes in operation in craft industries, for the purpose of making recommendations which will ensure the training of an adequate number of aprentices in these industries to maintain a high degree of craftsmanship.

Firm international agreement on the abolition of all stocks of atomic and hydrogen weapons and on their manufacture and use; the Government, as an immediate measure, to take the initiative in banning further atomic weapon tests.

Interdepartmental Conference on Training for Skilled Workers in Government Departments

Delegates recommend that the Government establish or adopt training programs of a continuing nature wherever they can be made effective

A recommendation that the federal Government "embrace the philosophy of training workers in skilled trades and to that end establish or adopt training programs of a continuing nature" where they can be effective was made in a resolution adopted at the first meeting of the Interdepartmental Conference on Training for Skilled Workers in Government Departments, Crown Companies and Other Federal Agencies. The meeting was held in Ottawa, September 6 and 7.

A. W. Crawford, Director of Training, Canadian Vocational Training Branch, Department of Labour, was elected chairman of the meeting.

The meeting was extended by representatives of seven government departments, the Civil Service Commission, the Unemployment Insurance Commission, the National Research Council, Canadian Arsenals Limited, Canadian National Railways and the Royal Canadian Air Force.

Reports on existing training programs for skilled workers in government departments and agencies were submitted by the delegates. Formal apprenticeship training programs, carried on in co-operation with provincial authorities, were reported in use to a limited extent by government departments and agencies. However, most tradesmen employed by the government had received their training in private industry and were recruited, ready-trained, as the need arose. On the other hand, government agencies did provide considerable training in required skills outside the apprenticeship plans.

Government policy in seeking to recruit skilled workers, rather than train them, was mentioned by representatives of the Civil Service Commission as a limiting factor in the extension of training programs, but it was thought that this could be changed without great difficulty.

Some representatives felt that, for various reasons, in-service training was not generally feasible; but they said that they would welcome the establishment of some central training agency.

At the next meeting, October 5, it was agreed that each service would furnish a statement of its needs for skilled workers.

Decisions of Umpire

(Continued from page 1178)

With the permission of the chairman of the court of referees, the claimant appealed to the Umpire.

Conclusions: In order to be entitled to benefit at the rate for a person with a dependent under Section 33(3)(a)(i) of the Act, the claimant must prove that the person claimed for is his wife by reason of a valid legal marriage.

Obviously, this is not so in the claimant's case and, therefore, I have no alternative but to dismiss the appeal.



Canadian Railway Board of Adjustment No. 1 (from left to right around the table): F. H. Keefe, General Manager, Western Region, Canadian National Railways, Vice-Chairman of the Board; A. Freeman, General Manager, Ontario Northland Railway; A. J. Kelly, Deputy President and Chief Agent, Brotherhood of Railroad Trainmen; N. A. Walford, General Manager, Central Region, CNR; G. E. Mayne, General Manager, Eastern Region, Canadian Pacific Railway Company; M. W. Helston, Vice-president, Order of Railway Conductors and Brakemen; W. H. Phillips, Vice-president, Order of Railroad Telegraphers, Chairman of the Board; C. E. Lister, General Manager, Prairie Region, CPR; W. L. Druce, Vice-president, Brotherhood of Locomotive Firemen and Enginemen; U. W. Carpenter, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers; A. E. Cook, Assistant to the General Manager, Toronto, Hamilton and Buffalo Railway (substituting for P. W. Hankinson, the General Manager). Seated at the desk in the rear is General Secretary Doris R. Keyes. The empty chair is usually occupied by J. A. Huneault, Vice-president, Brotherhood of Maintenance of Way Employees, who was absent when the picture was taken.

Canadian Railway Board of Adjustment No. 1 Disposes of 800 Cases without Calling Referee

Thirty-seven years ago this summer the Canadian Railway Board of Adjustment No. 1 was set up. Since its inception the Board has disposed of more than 800 labour-management disputes on Canadian railways without once having to call for the appointment of a referee to break a deadlock.

On July 26, 1918, in response to a request by the Government through the Acting Minister of Labour, Senator G. D. Robertson (formerly third Vice-President of The Order of Railroad Telegraphers), there met in Montreal officials representing the Canadian railways and Vice-Presidents and General Chairmen in Canada for six railway brotherhoods: The Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, The Order of Railroad Telegraphers and Brotherhood of Maintenance of Way Employees.

The purpose of the meeting, Senator Robertson explained, was to arrive at an understanding for application on Canadian Railways of General Order 27 (McAdoo Award) of the Director General of the United States Railroad Administration and, if possible, to arrange for an agreement

(Continued on page 1170)

Fatal Industrial Accidents in Canada during the Second Quarter of 1955

Fatalities* increased by 56 over the previous three-month period. Of 322 accidental deaths in the quarter, 61 occurred in construction, 58 in transportation, 44 in manufacturing, 40 in logging and 37 in mining

There were 322[1] industrial fatalities in Canada in the second quarter of 1955, according to the latest reports received by the Department of Labour. This is an increase of 56 fatalities from the previous quarter, in which 266 were recorded, including 17 in a supplementary list.

During the second quarter, there were four accidents that resulted in the deaths of three or more persons in each case. On May 20, three construction workers were killed at Port aux Basques, Nfld., when the truck in which they were travelling collided with a train. An aircraft crash near Edmonton, Alta., on June 7, cost the lives of three pilots, two mechanics and an aircraft engineer. The six men, employees of an air transport company, were on a test flight when the accident occurred. Near Cochrane, Ont., on June 13, three bushworkers were drowned when the boat in which they were returning to camp struck a deadhead and sank. On June 14, a plane chartered by a logging company disappeared while on a timber-survey flight in the Ocean Falls, B.C. coastal area. Aboard the plane at the time of the accident were the pilot and three timber surveyors.

Grouped by industries, the largest number, 61, was recorded in construction. This includes 21 in each of the buildings and structures and highway construction groups and 19 in miscellaneous construction. In the same period last year 46 fatalities were recorded in this industry, including 16 in buildings and structures and 15 in each of the other two groups.

In the transportation industry accidents were responsible for 58 deaths. Of these, 22 were in steam railways, 13 in water transportation and 12 in air transportation. During the second quarter of 1954, 52 deaths were reported: 24 in water transportation, 11 in steam railways and nine in local and highway transportation.

During the quarter under review accidents in manufacturing resulted in the deaths of 44 persons. These include 12 in iron and steel, 11 in wood products and six in the transportation equipment group. In the same period last year 54 fatalities were listed, including 12 in wood products, 10 in iron and steel and eight in the paper products group.

In the logging industry 40 workers died as a result of accidents during the second quarter of 1955, a decrease of six from the 46 reported in the previous three months. During the second quarter of 1954, 45 employees lost their lives in the logging industry.

Mining accidents caused the deaths of 37 persons during the quarter under review, 21 occurring in metalliferous mining, 11 in non-metallic mineral mining and five in coal mining. In April, May and June last year 42 fatalities were recorded, including 29 in metalliferous mining, eight in non-metallic mineral mining and five in coal mining.

There were 31 industrial fatalities in the agriculture industry during the quarter under review, an increase of 22 from the previous three months, in which nine were reported. During the second quarter last year accidents in agriculture resulted in the death of 26 workers.

(Continued on page 1193)

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* See Tables H-1 and H-2 at back of book.

(1) The number of industrial fatalities that occurred during the second quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

50 Years Ago This Month

TLC expresses concern over increase in cost of living. CMA President calls for greater measure of co-operation between labour and capital

Increase in the cost of living, stated to represent from 40 to 60 per cent on the cost of domestic necessities, more than offset the general wage increases labour had gained during the year, said the Trades and Labour Congress of Canada at its 21st annual convention, held in Toronto, September 18-23, 1905.

At the same time, the 131 delegates representing 22,004 organized workers called on the federal Government to grant the fair wage officers of the Department of Labour the power to inspect the books and payrolls of companies in cases where complaints had been received that the wages established in government schedules were not being paid.

Upon receipt of the report of the Congress' parliamentary solicitor, a convention committee recommended:

That the Government pay "a reasonable wage" to certain employees on the International Railway in spite of deficits in its operations.

That the solicitor seek amendments to the Alien Labour Law as soon as possible.

That civil servants be prohibited from accepting other employment than that for which they are salaried.

That efforts be made to have the Union Label Bill made a government measure.

Under the presidency of A. Verville of Montreal, the TLC:

Called on all provincial legislatures to establish the eight-hour work day.

Went on record as opposing the incorporation of trade unions.

Defeated, after a lively debate, a resolution calling for the disbanding of the militia.

"Fairly satisfactory" labour relations existed between employers and employees, K. W. George, President of the Canadian Manufacturers' Association, told delegates to the organization's 34th annual meeting held in Montreal, September 17 to 20. Mr. George touched upon Canada's expanding domestic market in his keynote address, making special reference to the newly established provinces of Saskatchewan and Alberta. He said that employers in Canada were looking forward to "a still greater measure of co-operation between the great interests represented by labour and capital in this country".

A labour dispute, involving the lockout of 700 employees of the Western Fuel Company of Nanaimo, B.C., and termed by The Labour Gazette "the most serious and important struggle between capital and labour in Canada this year", was ended September 30, following the conciliation of the dispute by the Deputy Minister of Labour, W. L. Mackenzie King. Under the terms of the agreement negotiated by Mr. King, the company agreed to reinstate the workers as rapidly as possible and to meet with a representative group of the workers on matters relating to the contract and any new matters which might arise from it.

During the period of the lockout, June 1 to September 30, the miners were estimated to have lost approximately $300,000 in wages. The new contract was scheduled to expire September 30, 1907.

Canada's labour market and economy in the fall of 1905 were reported to be extremely active in The Gazette's monthly round-up of industrial and trade conditions. Harvesting operations were giving employment to thousands of workers, manufacturing activities were continuing at top capacity and construction operations were said to be "on a more extended scale than in any previous year".

There were 11 more labour disputes during September than in the same month of 1904 and an increase of 8,000 in the number of working days lost, The Gazette reported. Compared with August, there was one more dispute but a decrease of about 7,250 in the number of working days lost.

The number of immigrants entering Canada during July and August was somewhat less than in the corresponding period of 1904. A total of 15,946 arrived via the ocean ports and 6,081 from the United States, compared with 16,736 through the ocean ports and 7,198 from the United States in the same months in 1904.

Homestead entries, on the other hand, showed a considerable increase over those of the previous year, numbering 6,791 in July and August 1905, compared with 5,371 in the corresponding period of the earlier year.

International Labour Organization

Medical Examination (Seafarers) Convention Gains Required Ratifications, Now in Force

Ratification by seven of world's principal maritime nations was needed. Convention requires pre-hiring and periodic medical examinations for all those employed on sea-going vessels. Canada issues regulations

The Medical Examination (Seafarers) Convention of the International Labour Organization, which requires all persons employed on sea-going vessels to have medical examinations before being signed on, and periodically thereafter, came into force August 1.

An Order in Council on May 5 established the Medical Examination of Seafarers Regulations in Canada, with effect from August 1. The regulations will be applicable to every ship registered in Canada that is engaged in a foreign voyage or in a home-trade voyage extending south of the 36th parallel and is engaged in the transport of cargo or passengers for the purpose of trade. They will not apply to vessels of less than 200 tons gross registered tonnage or to fishing vessels.

A memorandum to shipping masters and collectors of customs acting as shipping master, signed by Norman Wilson, Assistant Director of Marine Services, Department of Transport, listed eight Department of National Health and Welfare establishments where medical examinations would take place. The procedure to be followed was given in the memorandum.

The ILO Convention (No. 73) was adopted by the Maritime Session of the International Labour Conference at Seattle in 1946 but was only to come into force under certain conditions. The principle of these was that the Convention should be ratified by at least seven of world's principal maritime countries. At least four of these countries should have a million tons of shipping each.

These conditions have now been more than fulfilled with the ratification of the Convention by the following countries: Argentina, Belgium, Bulgaria, Canada, France, Italy, Norway, Poland, Portugal and Uruguay. (According to Lloyd's Register, these countries had between them a total of more than 18 million tons of merchant shipping in 1953.)

The Convention is an advance on an earlier international accord, approved by the ILO in 1921, under which medical examination was required only for young seafarers. It carries a step forward the ILO's work for the improvement of conditions of the world's seafarers.

Out of a total of more than 100 international labour Conventions adopted by the ILO since 1919, twenty-five or nearly a quarter refer to seafarers, indicating a field in which there is the greatest amount of international interchange.

Next ILO Conference to be Asked to Discuss Problem of Farmers' Migration to Cities

Director-General Morse will ask delegates for guidance an ways ILO can contribute more constructively "in this important area of social need"

The 1956 annual conference of the International Labour Organization will be asked to discuss the problem of farm families migrating to the cities in search of employment.

ILO Director-General David A. Morse, in an address to the Economic and Social Council of the United Nations, said his annual report to next year's conference will ask the government, employer and worker delegates of the 70 ILO member countries for "guidance as to ways and means by which the ILO can contribute more constructively in this important area of social need".

In discussing recent ILO action on behalf of human rights, the Director-General declared:

In addition to our work to protect basic trade union rights, we have continued to strengthen our program and our machinery for dealing with forced labour.

The item was placed on the agenda of the next session of the Conference by unanimous decision of the Governing Body and the Conference is being asked to develop a new international instrument which will state the general principle that forced or compulsory labour should be totally abolished, more particularly as a means of political coercion or education, as a normal method of mobilizing labour for purposes of economic development, and as a means of labour discipline.

Moreover, the Governing Body has decided to set up an independent ILO *ad hoc* Committee on Forced Labour which will analyse material received by the Organization dealing with the use and extent of forced labour throughout the world and submit its conclusions to me for transmission to the Governing Body and for inclusion in my reports on forced labour to the next session of the Conference.

Mr. Morse then mentioned the progress being made against discrimination.

We have also made substantial progress in respect of discrimination in employment. The standards being formulated for the consideration of the Governing Body, and eventually by the Conference, have a positive emphasis: they aim not just at preventing discrimination but at developing a clear equality of opportunity for all persons, regardless of race, colour, national origin, sex or other factor not related to individual merit, in respect of all matters relating to employment and occupation. These standards will, in my view, represent a distinct and important step forward in the international attack on problems of discrimination in the general field of human rights, and will provide us with an indispensable basis for further action.

In discussing the problem of rural migration, Mr. Morse said: "The problems of persons of rural origin migrating to cities have received relatively less attention than the problems of rural development and welfare and those of persons already committed to and established in an industrial-urban order. This is a question which I intend to bring before the International Labour Conference next year."

5th Session, Permanent Agricultural Committee

Resolutions concerning placement problems and employment services in agriculture adopted, long series of suggestions made to Governing Body

The International Labour Organization's Permanent Agricultural Committee, at its fifth session in Paris September 1-10, approved a long series of suggestions to be considered by the government, employer and worker members of the ILO's Governing Body.

The committee, which brought together experts from all parts of the world, consists of officials in ministries, university professors, leaders of producers' organizations and trade unions, and other specialists.

It adopted resolutions on placement problems and employment services in agriculture which proposed:—

Creation or extension of agricultural sections in employment services which would co-ordinate labour supply and demand with other industries and other regions and would avoid disorderly movements of workers in search of employment.

That these units encourage the use of local manpower and co-operate with immigration services in respect of the recruitment of foreign workers when needed.

That these units encourage adequate housing and welfare services.

That recruitment of farm workers should not be entrusted to persons who are to be supervisors at the place of work.

That Governments consider applying existing ILO standards on recruitment and migratory workers.

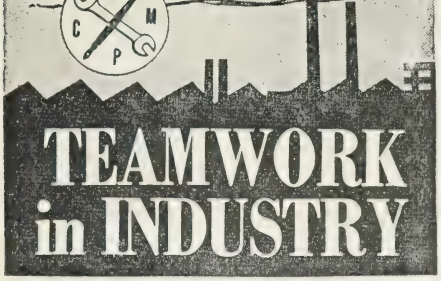
Arrangements to provide migratory workers with adequate food, shelter and transportation en route to employment.

Introduction or extension of vocational training, improved farming methods designed to raise land and labour productivity, and general educational facilities.

The experts also adopted a resolution asking the Governing Body to consider the following practical work to be undertaken by the ILO:—

Extension of ILO studies and statistics in the agricultural field.

(Continued on page 1162)



From the minutes of a meeting of a labour-management committee comes the following safety suggestion. Unfortunately, it was made not before but after an employee had been injured.

At the plant where the accident occurred and the suggestion originated, a man was going down a steep set of stairs, carrying a heavy load of tools which obscured his vision and employed both his hands. He fell and was hurt.

It was reported that the stairwell is equipped with a handrail but the man could not use it because both his hands were engaged.

The report suggested that in future employees should not use the stairs unless they have one hand free for the handrail. If they are carrying large, heavy loads, "employees should use the elevator, which is always at their disposal."

* * *

A British Railways productivity council has recently been formed, according to information received in Canada. The text of the document conveying this information, which should be of interest to readers of *Teamwork in Industry,* follows:—

"The Parliamentary Secretary to the Ministry of Labour announced in the House of Commons that the three railway unions and the Confederation of Shipbuilding and Engineering Unions had agreed in principle to the establishment of a British Railways Productivity Council. The shipbuilding and engineering unions are included because they have members in the railway workshops.

"This is the outcome of the undertaking by the unions to co-operate in measures to increase productivity on the railways. Up until now the efforts made by the Transport Commission to translate into practice all the talk there has been about increasing productivity have had very little result. "There is more hope this time that, following the establishment of this council, some real improvement may become possible."

* * *

An interesting and important phase in labour-management relations has been entered into by the Continental Can Company and the United Steelworkers of America.

In a recent series of meetings held in New York, Chicago and Los Angeles, company and union officials (representatives of the Canadian subsidiary, Continental Can Company of Canada, and the Canadian Section of the United Steelworkers of America attended the Chicago meeting) met for the specific purpose of expressing the basic beliefs of the two parties which underlie their relationship.

The meeting was attended by top representatives of the company and the union. The company group was headed by Lucius D. Clay, Chairman of the Board, and the union group by David J. McDonald, International President.

Company Philosophy

The company's philosophy of management and labour relations was expressed by Mr. Clay. He emphasized that the objectives of the two parties were not in conflict and that they could best achieve their aims together.

As an example, he pointed out that the union's objective of providing continuous improvement in the standard of living and the security of the workers could best be met by a profitable, well-managed company able to compete successfully in today's market.

Speaking for the union, Mr. McDonald pointed to the need for finding causes for industrial peace as a prime purpose of the meeting. He said that learning to know and respect one another at the plant level would help to bring industrial peace at the top.

He emphasized that the aim of his union is to accept its responsibility under its labour agreements. Further, he said that the union respects the company's responsibility for the management of its plants in line with the provisions of the agreement and accepted standards of employee relations.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held its August meeting on August 31 and September 1. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month, the Board allowed the withdrawal of two applications for certification and received nine applications for certification.

Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by Oka Sand and Gravel, Inc., Montreal, aboard its tug vessels and dredge pump (L.G., Aug., p. 947).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of employees of Trans World Airlines, Inc., employed at Gander, Nfld., and classified as dispatch co-ordinator, dispatcher, and flight dispatch assistant (L.G., Sept., p. 1038).

3. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 302, on behalf of a unit of employees of Calgary Television Company, Limited, Calgary, Alta., employed in the operating, repair and equipment departments of television station CHCT-TV (see below).

Representation Vote Ordered

United Steelworkers of America, applicant, and Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, and Sept-Iles Railway Mechanical Department Employees Association, intervener (L.G., Sept., p. 1038). The names of the applicant and of the intervener will appear on the ballot (Returning Officer: Remi Duquette).

Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Local 509, applicant, and West Indies Wharf (United Keno Hill Mines Ltd. and Cassiar Asbestos Corporation Limited), Vancouver, respondent (L.G., Aug., p. 946). The application was rejected for the reason that the Board considered it did not have jurisdiction over the company's operations.

2. National Association of Marine Engineers of Canada, Inc., applicant, and Northern Transportation Company Limited, Edmonton, respondent (L.G., Sept., p. 1038). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. B.C. Auto Workers Lodge 1857, International Association of Machinists, applicant, and International Transport Service Limited, Whalley, B.C., respondent (see below). The application was rejected for the reason that the Board considered it did not have jurisdiction over the company's operations.

Applications for Certification Withdrawn

1. General Truck Drivers and Helpers Union No. 31, applicant, and Cascade Motor Freight Lines Ltd., Vancouver, respondent (L.G., Aug., p. 947).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Yellowknife Transportation Company Limited, Hay River, NWT, respondent (L.G., Sept., p. 1038).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of brakemen, engineers and conductors employed by the Iron Ore Company of Canada, Sept-Iles, Que. (Investigating Officer: Remi Duquette).

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 302, on behalf of a unit of technical employees employed by Calgary Television Company Limited, Calgary, Alta., at television station CHCT-TV (Investigating Officer: D. S. Tysoe).

3. B.C. Auto Workers Lodge 1857, International Association of Machinists, on behalf of a unit of employees of International Transport Service Limited, North Surrey, B.C. (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. Sept-Iles Railway Employees Association, on behalf of a unit of warehouse and stores employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see below). (Investigating Officer: Remi Duquette).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Bonne Chanson Incorporée (Station CJMS), Montreal (Investigating Officer: C. E. Poirier).

6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of employees of Wyandotte Chemicals Corporation, Wyandotte, Mich., employed on Fighting Island, Ont. (Investigating Officer: R. L. O'Neill).

7. United Steelworkers of America, on behalf of a unit of warehouse and stores employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see above). (Investigating Officer: Remi Duquette).

8. Froomfield Marine Association, on behalf of a unit of unlicensed personnel employed by Canadian Oil Companies Limited, Toronto, aboard the M/V *John Irwin* (Investigating Officer: R. L. O'Neill).

9. Sept-Iles Railway Employees Association, on behalf of a unit of train order operators, dispatchers, and freight agents employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Sept., p. 1038) (Investigating Officer: Remi Duquette).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, *i.e.*, navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Settlements Reported by Conciliation Officers

1. Eastern Canada Stevedoring Co. Limited, Montreal (operation at Seven Islands, Que.), and the United Steelworkers of America (Conciliation Officer: R. Duquette) (L.G., Sept., p. 1039).

2. Shawinigan Falls Broadcasting Company Limited and St. Maurice District Radio Employes' Union (Conciliation Officer: R. Trépanier) (L.G., Sept., p. 1039).

3. Eastern Canada Stevedoring Co. Limited, Toronto, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 823).

4. Patricia Transportation Company Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 948).

Conciliation Board Appointed

1. St. Charles Transportation Company Limited, Quebec, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G., Sept., p. 1039).

Conciliation Board Fully Established

The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV), Windsor, Ont., and the National Association of Broadcast Employees and Technicians (L.G., Sept., p. 1040), was fully constituted in August with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and Earl Watson, Windsor, Ont., who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Atomic Energy of Canada Limited, Chalk River, and Local 165, American Federation of Technical Engineers (L.G., Aug., p. 948). The text of the report is reproduced below.

2. Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council (AFL) (L.G., Aug., p. 948). The text of the report is reproduced below.

3. CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians (L.G., May, p. 542). The text of the report is reproduced below.

Settlement Following Board Procedure

1. Shipping Federation of British Columbia, Vancouver, and the International Longshoremen's and Warehousemen's Union, Local 509 (L.G., Sept., p. 1040).

2. Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council (AFL) (see above).

Strike Action Following Board Procedure

CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (see above).

Industrial Inquiry Commission Appointed

In August, the Minister appointed Eric G. Taylor, Toronto as an Industrial Inquiry Commission to mediate the issues in dispute between the Seafarers' International Union of North America, Canadian District, and Union Steamships Limited, Vancouver (L.G., Sept., p. 1040).

U.S. Moves to End Discrimination in Transportation Employment

A preliminary step to end discrimination in employment in the United States transportation industry was taken last month by the President's Committee on Government Contracts.

The group unanimously agreed to call leaders of railroads, airlines, steamship companies and labour unions into conference to discuss the problem. The aim, a spokesman said, was to lay the ground for an order requiring non-discrimination clauses in all Government transportation contracts.

No date for the proposed meeting was set.

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Local 165, American Federation of Technical Engineers

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, E. Macaulay Dillon, QC, and J. O. Robertson, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced below.

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; E. Macaulay Dillon, Esq., QC, nominee of the employer; and James O. Robertson, Esq., nominee of the bargaining agent; sat for the hearing of this matter at Ottawa, Ont., on the 12th and 13th days of July 1955.

The employer was represented by Mr. J. C. Adams, QC, Counsel; Mr. T. W. Morrison, Manager Administration Division; Mr. F. E. Lepin, Superintendent of Personnel; Mr. G. P. Maxwell, Job Evaluation Officer; Mr. J. Holland, Superintendent Maintenance and Construction; Mr. J. Daley, General Foreman, Machine Shop; Mr. D. C. Campbell, Secretary-Treasurer; Mr. S. Watson, Administrative Assistant to Vice-President Research; and Mr. F. Bainbridge, Superintendent Chemical Division.

The bargaining agent was represented by Mr. Melrose S. Kerr, International Representatives Mr. O. W. Schwer, Past President and Chairman of the Negotiating Committee; and Mr. C. H. Plunkett, President.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st April, 1954, which continued in effect until 1st April, 1955. At the outset of the hearing it was agreed that the only matter in issue referred to the Board involved the question of annual salaries. In addition to an increase in the annual salary ranges for each labour grade the bargaining agent requested certain changes in certain aspects of salary administration, including the application of job evaluation, and sought participation in merit rating. The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute, but without avail.

Of the 240 persons in the bargaining unit represented by the bargaining agent, 90 per cent are men and 10 per cent are women. They are governed by a range of annual salaries which were established on 1st February, 1954, when a general increase of 7 per cent was made effective. The salary grades and their respective annual salary ranges, together with the new salary ranges sought by the bargaining agent, are as follows:

	Present Ranges	Ranges Sought by Bargaining Agent
Grade 1	$2,100-$2,600	$2,300-$2,900
Grade 2	2,600- 3,200	2,900- 3,500
Grade 3	3,200- 3,800	3,500- 4,100
Grade 4	3,800- 4,400	4,100- 4,700
Grade 5	4,400- 5,100	4,700- 5,300

An examination of the foregoing reveals that the bargaining agent requested an increase in the amount of $300 per annum for the minima and the maxima of all ranges except the minimum of Grade 1 and the maximum of Grade 5, each of which were to be increased in the amount of $200 per annum. In addition, the bargaining agent requested the adoption of salary ranges which would provide a uniform range of $600 per annum for each Grade and asked that the $600 range be divided equally into six $100 increments.

In respect of merit rating, the bargaining agent requested: "...Equal participation in merit reviews with results being subject to grievance procedure in entirety as provided for all other grievances."

The bargaining agent's request in respect of job evaluation involves the awarding of a uniform dollar value for the point rating of each of the jobs performed by the members of the bargaining unit.

The Board is of the opinion that no useful purpose would be served in setting forth herein details of the arguments advanced by the parties, or in making

comment respecting their relevancy. Briefly stated, both parties to the dispute compared the salaries of the employees in the bargaining unit with those prevailing for non-professional technical employees in governmental departments or agencies. There was a difference of opinion between the parties as to the comparability of certain classifications in the bargaining unit with classifications of employees employed by the Defence Research Board and the Civil Service Commission. Generally speaking, the bargaining agent wished to compare a specific classification in the bargaining unit with one which the employers argued was a grade higher elsewhere. Neither party contended that the salaries paid by the employer, a Crown company, were comparable with, or that they should be compared with, those prevailing for similar work in industry generally.

Only 41 of the employees in the bargaining unit are draftsmen. The employees in the bargaining unit were formerly part of a group of salaried employees whose salaries were subject to annual service increases. Since the execution of the collective agreement dated 1st April, 1954, they have been governed by a merits review arrangement which results in selective merit increases. Certain of the employees in the unit received merit increases on 1st April, 1955.

The ranges of salaries at present in effect were established by Agreement in April 1954. At that time the bargaining agent requested and was granted a range of $500 for Grade 1, and a range of $700 for Grade 5. It now seeks to have the range for Grade 1 increased to $600 and the range for Grade 5 decreased to $600.

It is apparent that the demands of the bargaining agent and the arguments advanced in support of them, reflect an absence of agreement between the parties concerning broad aspects of salary administration and personnel administration which do not squarely arise for consideration by the Board. The nature of the work performed by a majority of the employees in the unit, and the fact that there is a collective bargaining relationship between their bargaining agent and the employer, would seem to suggest that the employees in this unit have a greater affinity with the employees represented by the several unions of the Atomic Energy Allied Council than with any other group of persons in the employ of the employer. The annual salaries for their classifications, like the hourly rates of the employees represented by other unions, are subject to renegotiation when the collective agreement is being renegotiated. The actual salaries of individual employees may be increased by the employer within the respective ranges as a result of a merit rating review. The group of employees from which the present bargaining unit was separated is governed by annual salaries which are revised from time to time by the employer as the result of the changes made in similar salaries for employees of governmental departments and agencies. Apart from the difference in the method of salary determination and administration, the employees represented by the bargaining agent are governed by the same terms and conditions of employment as other salaried employees of the employer.

Merit Rating Review

The present collective agreement provides in Article 18.05 as follows:

> ...It is agreed that the Association may make representation to the Company on the performance rating of any individual employee. It is understood, however, that this will not be considered a Grievance nor will it be subject to Grievance Procedure.

The bargaining agent seeks joint participation in the rating of an employee's performance and also wishes the result of the rating to be capable of being challenged by an employee through the grievance procedure. It is demonstrably impracticable for the bargaining agent to participate in the rating of an individual employee as his agent and then reserve for the individual affected the right to grieve. It is a well established and commonly accepted principle of personnel administration that the employer has the sole right to make an appraisal of the employee's performance and that the employee affected by the exercise of that right may lodge a grievance arising out of individual hardship or injustice. We respectfully recommend to the parties that the agreement be amended to comply with this principle.

Application of Job Evaluation Points

There are 33 job classications governing the members of the bargaining unit. Each classification has been allotted a specific number of points which are not now applied on a uniform basis due to the fact that Grade 1 and Grade 7 have a different range of salaries than the other grades. The bargaining agent seeks a uniform application and the establishment of uniform ranges of $600 for each grade. As set out in the foregoing, the present ranges were established on a non-uniform basis at the request of the bargaining agent. There is no basis upon which the Board can predicate a recommendation in respect of the application of job evaluation points, nor is

there any material before us to justify a recommendation that the present ranges which were established by agreement between the parties should be changed.

Term of Agreement—Wages

The dispute referred to this Board arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement which would run from 1st April, 1955, to 1st April, 1956. The Board sat for the hearing of this matter on the 12th and 13th days of July 1955. The first adjustment in wages for the employees represented by the Atomic Energy Allied Council is in the amount of 3 cents per hour and becomes effective 1st August, 1955. We respectfully recommend to the parties involved in this dispute that the former collective agreement be renewed save and except the amendments made necessary by virtue of the adoption of the recommendations contained in this report, together with any other amendments to which the parties had agreed prior to these proceedings and that the agreement continue in effect until 1st August, 1956.

The Board also recommends that effective 1st August, 1955, the minimum of the annual salary range for Grade 1 be increased in the amount of $60 and that all other minima and maxima of the ranges for the five grades be increased by three per centum with corresponding increases for each of the employees in the several occupational classifications governed by the five ranges.

All of which is respectfully submitted.

(Sgd.) Eric G. Taylor,
Chairman.

(Sgd.) E. Macaulay Dillon,
Member.

(Sgd.) J. O. Robertson,
Member.

Dated at Toronto, Ontario, this 30th day of July 1955.

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Atomic Energy Allied Council (AFL)

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council (AFL).

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, E. Macaulay Dillon, QC, and D. R. Walkinshaw, QC, both of Toronto, nominees of the company and unions respectively.

The text of the report is reproduced below.

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; E. Macaulay Dillon, Esq., QC, nominee of the employer; and D. R. Walkinshaw, Esq., QC, nominee of the bargaining agent, sat for the hearing of this matter at Ottawa, Ont., on the 11th and 12th days of July 1955.

The employer was represented by Mr. J. C. Adams, QC, counsel; Mr. T. W. Morrison, Manager Administration Division; Mr. F. E. Lepin, Superintendent of Personnel; Mr. G. P. Maxwell, Job Evaluation Officer; Mr. J. Holland, Superintendent Maintenance and Construction; Mr. J. Daley, General Foreman Machine Shop; Mr. D. C. Campbell, Secretary-Treasurer; Mr. S. Watson, Administrative Assistant to Vice-President Research; and Mr. F. Bainbridge, Superintendent Chemical Extraction.

The several unions which comprise the Atomic Energy Allied Council were represented by Messrs. John Bruce and A. Dawson, Plumbers and Steam Fitters; Messrs. F. A. Acton, G. Lehman and G. Chartrand, Carpenters and Joiners; Messrs. W. H. Roach and O. Chochrane, International Brotherhood of Electrical Workers; Messrs. J. Wedge and D. McLaren, Operating Enginers; Messrs. T. Lees and J. Peever, International Brotherhood of Teamsters; Messrs. C. Gutzman and M. Tucker, Fire Fighters Association; Messrs. A. Reith and T. Gilmore, International Association of Machinists; Mr. R. Dodds, Sheet Metal Workers; and Messrs. C. Garrett and W. H. Raby, Atomic Research Workers Union.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated May 2, 1953, which continued in effect until March 31, 1955. The several unions represent some 863 hourly rated employees. The matters in issue referred to the Board were as follows:—

1. Seniority
2. Union Security
3. Vacation
4. Shift Premium
5. Hours of Work
6. Wages.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute. The Board is pleased to report that agreement between the parties has been reached and that in the presence of the Board representatives of the parties executed a Memorandum of Terms of Settlement which reads as follows:

In the presence of a Board of Conciliation established in respect of a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council, American Federation of Labor. The representatives of the parties accepted and agreed to recommend to their respective principals Terms of Settlement as follows:—

The Collective Agreement dated 2nd May, 1953, and expiring on the 31st of March, 1955, will be renewed and continue in effect until 1st April, 1957, save and except the amendments made necessary by virtue of the following, together with amendments previously agreed to:

SENIORITY

The seniority of an employee shall date from the 1st February, 1947, or the date of his employment whichever is the latter. When employees who have started to contribute to the pension plan are laid off for lack of work, they will be retained on a recall list for periods up to 12 months. They shall be removed from such list by voluntary termination or withdrawal of contributions to the pension fund. They shall retain seniority standing while on the recall list, and will be recalled in order of seniority to any job which they are capable of performing. If they do not report for work within five working days after recall, they shall be terminated.

FACILITIES FOR DUES DEDUCTION

Each new employee will be furnished with a copy of the Collective Agreement and the Dues Deduction Authorization Form and will be informed of the name of the union in which he is eligible to become a member and the name of the union steward who will represent him.

VACATIONS

Three weeks of vacation with pay will be granted employees upon the completion of ten years of continuous service from 1st February, 1947.

SHIFT PREMIUM

Effective 1st April, 1956, the shift premiums for evening and night shifts will become 7 cents and 10 cents per hour, respectively.

HOURS OF WORK

Effective 1st August, 1955, the weekly hours of work for day workers will become 41½ hours.

Effective 1st August, 1955, the weekly hours of work for shift workers will become 44 hours.

Effective 1st April, 1956, the weekly hours of work for day workers will become 40 hours.

Effective 1st April, 1956, the weekly hours of work for shift workers will become 42 hours.

WAGES

Effective 1st August, 1955, all wage rates will be adjusted by the application of the following formula:

$$\frac{42.5}{41.25} \times \text{rate}$$

Effective 1st August, 1955, after the application of the aforementioned formula, all wage rates will be increased in the amount of three cents per hour.

Effective 1st April, 1956, all wage rates will be adjusted by the application of the following formula:

$$\frac{41.25}{40} \times \text{rate}$$

Effective 1st April, 1956, after the application of the aforementioned formula, all wage rates will be increased in the amount of 5 cents per hour.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member.

(Sgd.) D. R. WALKINSHAW,
Member.

Dated at Toronto, Ontario, this 19th day of July, 1955.

(Continued from page 1154)

Preventive and educational measures to protect the health and safety of agricultural workers.

A study of rural workers' housing.

Discussion by an ILO general conference of ways to guide member states in the effective application of social legislation.

The committee also stressed the desirability of drawing the attention of governments to the ILO technical assistance potentialities in agriculture.

Report of Board in Dispute between

CKOY Limited, Ottawa

and

National Association of Broadcast Employees and Technicians

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of Harold Mayne Daly, QC, Ottawa, and Miller Stewart, Sturgeon Point, Ont., nominees of the company and union respectively.

The text of the report is reproduced below.

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; Harold M. Daly, Esq., QC, nominee of the employer; and Miller Stewart, Esq., nominee of the bargaining agent, sat for the hearing of this matter in Ottawa, Ont., on the 21st day of March and the 1st day of June 1955, and in Toronto, Ont., on the 8th day of June 1955.

The employer was represented by Mr. Ronald C. Merriam, Counsel; Mr. W. E. Todd, Station Manager; and Mr. Keith Sterling, Program Director.

The Bargaining Agent was represented by Mr. E. B. Jolliffe, QC, Counsel; Mr. T. J. O'Sullivan, Representative; Mr. M. Lipson, Chairman Bargaining Committee; and Messrs. D. Frazer, B. Guilfoile and E. Wilcox, Members.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st February, 1954, which was deemed to have expired on 31st January, 1955. The matters in issue referred to the Board were as follows:—

1. Job Classifications
2. Wages
3. Hours of Work
4. Overtime
5. Union Security
6. Term of Agreement.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them in an endeavour to effect a settlement of the dispute. At the close of the hearing of 8th June, 1955, the representatives of the parties prepared a Memorandum of Terms of Settlement but due to a misunderstanding which arose concerning the minimum rates for each occupational classification the document was not executed. Subsequently, the Chairman of the Board discussed the matter in issue with representatives of the parties and we are now pleased to report that a settlement of the whole dispute has been effected. In addition to agreements between the parties concerning the minimum rates for each occupational classification, the Terms of Settlement involve the following:

1. *Term of Agreement*—A period of 18 months from June 1, 1955, to December 1, 1956.

2. *Wages*—(a) A general wage increase effective June 1, 1955, to all employees other than announcers, special events reporter and relief switchboard operator of 5 per cent of his basic salary (as of May 31, 1955) or 10 dollars per month, whichever is the greater.

(b) Effective December 1, 1955, a general wage increase to all employees of 4 per cent of basic salary as of November 30, 1955.

(c) Effective June 1, 1956, a general wage increase to all employees of 4 per cent of basic salary as of May 31, 1956.

(d) Announcers with two years' service as of May 31, 1955, as announcers at CKOY shall have a minimum basic salary of $200 per month.

(e) The basic salary for the newly established category of "Special Events Reporter" shall be $215 per month as from June 1, 1955.

(f) The basic salary for the "Relief Switchboard Operator" shall be $115 per month, for a 33-hour, 6-day work week, as from July 1, 1955.

(g) Employees assigned as "Assistant Program Director" and "Chief News Announcer" shall receive, in addition to other compensation, a differential of $25 as from June 1, 1955.

(h) The woman's editor shall be assigned to the "Announcer" classification and wage scale at the minimum rate.

3. The parties agree to meet as soon as possible after ratification by their respective principals and incorporate the foregoing items together with those items agreed to during the negotiations of December 1954, and subsequent thereto, into a new collective agreement.

4. In addition to the foregoing, it is understood and agreed that the following assurances have been made:

(a) The company will write a letter to the employees setting forth the company's position with respect to union membership and/or dues check-off authorization.

(b) The parties will meet in an attempt to explore the possibility of instituting a

(Continued on page 1188)

Collective Agreements in Hospitals

More than 21,500 employees of 102 hospitals now covered by collective agreements; 14 have been negotiated on behalf of graduate nurses. Agreements usually have liberal vacation, holiday, sick leave clauses

During the past ten years, unions have carried on a considerable organizing activity among hospital workers and, at the present time, a significant number of workers are covered by collective bargaining agreements. The Economics and Research Branch has now on file 100 labour-management agreements* in effect in hospitals for service and nursing personnel. These have been bargained for more than 21,500 workers and cover employees of 102 hospitals. There are, in addition, a number of agreements for operating engineers only, which have not been used in the present study.

Eighty-six of the agreements applying to 19,795 workers cover employees in categories other than those engaged in the medical and nursing professions. Service employees in such departments as dietary, housekeeping, maintenance, laundry and stores, as well as orderlies and nurses' aides are generally affected. In many cases X-ray and laboratory technicians are included and in 41 of these agreements office workers are also included in their coverage. Fourteen agreements have been negotiated on behalf of 1,777 graduate nurses. These latter contracts are included in this study but have been kept separate for analytical purposes.

A large proportion of the 100 collective agreements examined cover employees of general hospitals; 87 of the agreements apply to this type. Other agreements are for employees of mental, tuberculosis, chronic cases and crippled children hospitals. One agreement covers more than 1,500 employees of a number of general hospitals in addition to employees of one mental institution and one hospital for chronic cases. The nature of the hospitalization service rendered does not appear to alter to any extent the content of the collective agreement.

As will be seen in the accompanying table, more than half of the 100 agreements have been bargained by affiliates of the Trades and Labour Congress of Canada. Many of these bargaining agencies are directly-chartered locals of this Congress, but one of its international affiliates, the Building Service Employees' International Union, has organized a substantial number of hospital employees. The contracts of this union are almost all in Ontario and the Prairie Provinces. Except for two bargaining units in Ontario, all contracts of the *Fédération Nationale Catholique des Services, Inc. (CTCC)* cover employees of hospitals in Quebec.

Of the 86 collective agreements for employees other than nurses, more than one-third cover bargaining units of fewer than 100 employees each, the majority having from 50 to 99. Slightly less than 40 per cent of the bargaining units are in the 100 to 300 employees group. The four largest units together include nearly 5,000 workers.

The collective agreements applying to employees of hospitals generally cover the same subjects as labour contracts in industry. Agreements applicable to hospitals have, as a rule, more liberal provisions regarding vacations with pay, paid statutory holidays and sick leave.

Provisions in Agreements for Employees Other than Nurses

Union Security—More than 65 per cent of the contracts provide some form of union membership requirement. Most frequent is a modified union shop under which members of the union at the time the contract became effective must maintain their membership and new employees will become members of the union and remain so during the life of the collective agreement, as a condition of employment. A typical clause of this type reads as follows:

> It is agreed that employees covered by this agreement who are at present members of the Union shall maintain membership in the Union as a condition of employment. It is further agreed that new employees... shall become members of the Union on the first day of the month immediately following completion of.....month(s)' service in a regular position and shall remain members of the Union as a condition of employment. This clause applies only to persons hired to fill regular positions for which the Union is the certified bargaining agent.

* Since 1944, agreements extended by Order in Council under the Quebec Collective Agreement Act have been in effect covering hospitals in certain areas of that province, including the eastern part of the province (Quebec, Trois Rivières, etc.) and, since 1945, in the St. Hyacinthe area. Some of the hospitals in these districts are covered by separate agreements and are dealt with in this article. Provisions of the Orders in Council, however, are not included here.

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Total agreements studied	14	1,777	86	19,795
Geographical area				
Quebec	7	597	16	4,785
Ontario			23	5,729
Prairie Provinces	1	200	23	5,282
British Columbia	6	980	24	3,999
Unions				
Building Service Employees' International Union (AFL–TLC)			24	5,199
Fédération Nationale Catholique des Services (CTCC)	7	597	16	4,798
National Union of Public Employees (TLC)			2	1,165
Other TLC Unions	1	450	29	4,527
CCL Unions			8	2,136
Associations of professional nurses	6	730		
Other, including employees' associations			7	1,970
Union security—Membership				
Compulsory membership for all employees			5	1,123
Compulsory membership for new employees and maintenance of membership for all members	1	49	37	8,362
Compulsory membership for new employees only			2	148
New employees have option of joining union or paying regular union dues			3	207
Maintenance of membership only	6	548	7	1,029
Other membership requirements			4	1,488
No provision	7	1,180	28	7,348
Union security—Check-off of union dues				
Compulsory and irrevocable for all members			4	1,426
Compulsory and irrevocable for all employees, whether members of union or not			6	1,953
Voluntary and irrevocable	4	499	8	3,047
Voluntary and revocable			11	3,233
Voluntary for present members, compulsory for new employees			8	1,280
Provisions for check-off, not stated if voluntary or revocable	2	73	26	4,335
Other forms of check-off			3	685
No provision	8	1,205	20	3,836
Hours per week				
40 hours	6	980	27	5,973
44 hours	1	200	37	7,995
48 hours	7	597	17	4,910
Other number of hours			2	376
No provision			3	541
Days per week				
5 days	6	980	22	3,643
5½ days	1	200	23	4,016
6 days	7	597	17	4,923
No provision or number of days for majority not ascertainable			24	7,213
Shift schedules and differentials				
Three shifts, with:				
No differential in pay	6	730	3	944
Differential for third shift only	1	49	1	516
Equal differential for 2nd and 3rd shifts	2	475	13	2,603
Higher differential for 3rd than for 2nd shift			5	585
Two shifts with differential	2	334		
Shift work indicated, number of shifts not mentioned:				
No differential in pay			22	5,611
With differential	3	189	20	3,509
No mention of shifts			22	6,027
Overtime				
Time and one-half after daily and weekly hours			22	3,687
Time and one-half after daily hours (no mention of weekly hours)			4	734
Time and one-half after weekly hours (no mention of daily hours)			8	1,613
Straight time for ½ hour or less; when overtime exceeds ½ hour, rate of 1½ times applies to whole overtime period			5	2,004
Straight time after daily or weekly hours for short period before rate of 1½ times applies	1	198	3	433
Time and one-half after daily hours for number of hours, then double time			8	737
Time and one-half after regular hours over a two-week period			11	2,792
Time and one-half or time off at rate of 1½ time worked	6	551	12	3,348
Compensatory time off or time and one-half	4	738	2	586
Compensatory time off only	1	37	3	1,682
Other arrangement	1	53	5	1,205
No provision	1	200	3	974

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES—(Continued)

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Number of paid statutory holidays:				
11 days			16	3,197
10 days	10	1,278	27	7,792
9 days	1	58	16	4,471
8 days	2	356	20	2,691
7 days	1	85	3	668
Other provision			3	693
No provision			1	283
Vacations with pay				
Uniform vacation plans:				
Four weeks after one year	5	530		
Three weeks after one year	1	450	3	1,707
Three or four weeks after one year, depending on position	1	200		
Two weeks after one year			2	406
Graduated vacation plans:				
One week after—				
Six months' service			20	4,669
One year's service			18	5,042
Two weeks after—				
One year's service	7	597	58	11,086
Two years' service			1	65
Three years' service			10	2,660
Four years' service			3	1,947
Five years' service			3	371
Ten years' service			1	175
Three weeks after—				
One year's service			2	174
Two years' service	4	498	7	595
Three years' service	3	98	5	503
Five years' service			21	3,779
Seven years' service			4	344
Eight years' service			4	904
Ten years' service			13	4,342
Twelve years' service			2	295
Thirteen years' service			1	516
Fifteen years' service			5	1,771
Twenty years' service			4	745
Twenty-five years' service			2	199
Four weeks after—				
Five years' service	6	548	3	715
Six years' service	1	49		
Other service requirement			1	175
No provision, or provision with no details			3	579
Paid sick leave				
At full pay for specified period, and cumulative	7	1,180	61	11,844
At full pay for specified period, not cumulative	4	156	11	2,184
At partial pay	1	310	2	416
Other plans, including provision with no details	2	131	4	1,407
No provision			8	3,944
Room and board				
Specified charges for room and full board	9	838	20	5,311
Specified charges for meals; no mention of room	1	49	6	1,126
Cafeteria facilities mentioned; no mention of room			5	466
Room and meals mentioned; no charges included			13	3,405
Other provisions	1	198	6	1,082
No provision	3	692	36	8,405
Uniforms				
Uniforms supplied and laundered			45	9,129
Uniforms supplied, not stated if laundered			16	3,927
Uniforms not supplied, but laundered	7	760		
No provision	7	1,017	25	6,739
Seniority				
Recognized and applicable to one or more of:				
Layoffs, rehiring, promotions, choice of shifts, of work or vacations	9	1,247	80	17,226
No provision	5	530	6	2,569
Grievance procedures				
Procedure outlined and provision for representation of employees	8	1,047	82	19,239
Mention of grievances but no procedure outlined	6	730	3	186
No provision			1	370

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES—(Concluded)

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Representation of employees in grievance procedure				
Union or grievance committee and officers of the union	6	974	54	12,155
Officers of union only	5	530	8	2,132
Union or grievance committee of employees only	2	73	22	5,073
No provision	1	200	2	435
Arbitration of disputes				
Single arbitrator (If parties do not agree on choice of person, he will be nominated by provincial Minister of Labour)	.....	.....	4	760
Arbitration board—If parties do not agree on choice of chairman, he will be nominated by:				
Provincial Minister of Labour	7	1,022	57	11,833
Provincial Minister of Health	.....	.....	7	2,190
Other designated persons	1	25	6	1,208
No provision for choice of chairman	5	530	8	2,847
No provision for arbitration	1	200	4	957

Regionally, agreements in British Columbia have the strongest union security clauses, 18 agreements out of 24 providing for either the modified or the full union shop.

Check-off of Union Dues—The check-off by the employer of union dues is common, with more than 75 per cent of the agreements having such a provision. In many it is not stated definitely whether the check-off is compulsory or voluntary or whether it is revokable or not. Such agreements state only that upon presentation by the union of a form duly signed by the employee, the employer agrees to deduct every month during the life of the agreement the regular union dues from the employee's salary and transmit them to the union.

The agreement may also provide that the employer will transmit monthly to the union a list showing the deletions and additions to the positions for which the union is certified. In some cases, they also specify that the employer will retain a fixed percentage (3, 4 or 5 per cent) of the total amount deducted under the check-off clause, to defray administration expenses.

Hours of Work—The standard work week is generally 40, 44 or 48 hours (see table). As a rule, agreements provide for a 40-hour week in British Columbia, a 44-hour week in the Prairie Provinces and Ontario, and a 48-hour week in Quebec.

In 34 agreements covering nearly 12,000 workers, hours of work vary according to departments or occupations. In such cases the work week indicated in the table for each of these bargaining units is that which it is estimated applies to the largest number of workers.

Some agreements specify a definite number of hours as constituting the work week but stipulate that additional hours may be worked in one week so long as the total hours over a two-week period average the specified number per week. Several agreements provide only the number of regular hours of work per week, without mentioning the number of days or the number of hours per day. It appears, however, that 5, 5½ and 6 days per week are all common.

Rest Periods—Provisions for rest periods during the work day are included in 35 agreements covering nearly 6,400 workers. Rest periods of 10 or 15 minutes are stipulated, once a day in 11 agreements applying to 2,250 employees, and twice a day in 14 agreements applying to 1,900 workers. Other arrangements occur in 10 agreements affecting 2,200 workers.

Shift Schedules and Differentials—Shift work is referred to in 64 agreements covering about 13,800 workers. Provisions vary considerably from only a mention of shift work for certain occupations to detailed provisions about the number of shifts, hours for each shift and a system of rotation for workers. An example of a clause follows:

> Due to the type of work carried on in the Hospital it is necessary that evening and night shift be maintained; therefore, it is agreed that those employees who work on the evening and night shift...will receive an additional remuneration at the rate of.... cents for each evening or night shift worked. "Night" shifts shall be defined as those eight (8) hour shifts in which the major portion occurs between 12.00 midnight and 8.00 a.m. "Evening" shifts shall be defined as those shifts in which the major portion of an eight (8) hour shift occurs between 6.00 p.m. and 12.00 midnight.

About two-thirds of the 64 agreements that mention shift work do not say, however, whether two or three shifts are to be worked.

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Overtime—All but three agreements have provisions regarding premiums for overtime work. As may be seen from the table, the methods of calculating overtime compensation vary considerably. But by far the most common practice is the payment for overtime at time and one-half the regular rate of pay. Where an option is indicated between pay at time and one-half or compensatory time off with pay, the option is to be exercised by the employer, usually within a stipulated period of time after the overtime has been worked.

Wage Provisions—All but two agreements include a list of the various occupations and wage rates to which the contract applies. A number of agreements contain also a brief job description for each position.

Three agreements have a clause stipulating that men and women are to receive equal pay for equal work. On the other hand, in 22 agreements women in the same job classification as men have lower rates of pay. It could not be ascertained from the agreements, however, whether job classifications with identical names actually involve the same duties for women as for men. In seven contracts, a clause provides that the management of the hospital may pay a lower wage rate to handicapped workers, usually after consultation with the union.

Wage rates are on a monthly basis in 61 agreements covering 12,800 employees and on a weekly basis in 17 other contracts applying to 5,700 workers. In other agreements, some employees are paid on an hourly basis and some on a weekly or monthly basis. Where the wage schedules are on a monthly basis, and in some where wages are listed on a weekly basis, the agreement often stipulates that employees will be paid every second week.

Provision for increases in the wages of individuals was made in 81 agreements. Length of service is generally the only factor indicated in determining the application of these increases. In a few agreements, however, both merit and length of service were mentioned as considerations. Only one of the 86 agreements analysed contains a cost of living escalator clause based on the consumer price index.

Paid Statutory Holidays—From nine to eleven paid statutory holidays per year are provided in 69 per cent of the agreements, covering 78 per cent of the workers.

Owing to the necessity for continuous service in most departments, many employees are required to work on holidays. Detailed provisions dealing with compensation for work on holidays were found in 78 agreements covering more than 18,700 workers. In 31 of these, it is provided that employees working on a paid statutory holiday shall receive another day off with pay or, if this is not feasible, shall be compensated at the rate of time and one-half their regular wage rate. Some agreements mention that the holiday rate of time and one-half is to be in addition to the regular pay for the holiday, but the wording in several agreements is such that it is not ascertainable whether this is the general practice. In 13 other agreements, employees working on a holiday receive another day off with pay or another day's pay; in 14 contracts mention is made only of another day off to be granted if a statutory holiday is worked; in 10 other contracts double time is provided for work on paid statutory holidays.

Paid Vacations—Paid vacations on a graduated scale are provided in the majority of the collective agreements. Seventy agreements affecting slightly more than 14,000 workers include vacation plans for a maximum of three weeks dependent on length of service with the hospital, and four provide a maximum of four weeks. The third week of vacation is granted before or on completion of ten years of service in 56 agreements covering 10,600 workers (see table). Under most of the graduated plans, employees are entitled to two weeks of vacation after one year of service. Under five agreements the employees are entitled to a uniform vacation of either two or three weeks per year after one year's service.

Paid Sick Leave—Sick-leave-with-pay plans are found in 82 agreements applying to more than 15,800 employees. Sick leave credits are earned at the rate of a specified number of days per month or year of service completed. In the majority of cases sick leave may be accumulated from year to year up to a stipulated maximum. The number of days that may be accumulated for this purpose varies considerably, ranging from 14 to more than 150 days. In the cases where sick leave credits are not cumulative from year to year, the number of days that may be taken as sick leave with pay range from 10 to 21 per year.

Some 25 agreements specify that when an employee claims sick leave with pay while receiving workmen's compensation benefits, he shall either receive his full pay and remit his workmen's compensation benefits to the hospital, or receive his full pay less the amount received from workmen's compensation.

Unpaid Leave of Absence—Employees may be granted leave of absence for union

business in the hospital or for other union business such as conventions under 49 agreements covering 12,700 employees. The following are two typical clauses taken from two different agreements:

I

Employees requesting time off for the purpose of attending labour conventions or other Union Business not connected with this agreement, shall be granted such time off without pay, subject to the recommendation of the Department Head and as approved by the Board of Governors.

II

Leave of absence without pay shall be granted designated representatives of the Union when it becomes necessary to transact business in connection with negotiations and major grievances within the Hospital unless such time off would interrupt the flow of work in the department or the Hospital; provided, however, that such designated representatives of the Union shall be paid by the Hospital for time lost in attending meetings during working hours whenever their attendance is requested by the Hospital. Any exception to the above must be requested in writing by the Union Business Agent to the Director of the Hospital.

Agreements often stipulate also that employees may be granted, at the discretion of the management, leave of absence without pay for a valid personal reason.

Seniority—Most agreements recognize seniority rights based on length of service in the hospital. A few agreements definitely state that seniority is on a departmental basis.

The most frequent application of seniority provided in the agreements is to promotions, layoffs and rehirings. These three factors are stipulated in 44 agreements covering 9,700 employees. In half of the 86 agreements and affecting 7,200 workers, a clause provides that seniority will be taken into consideration in allotting the choice of the vacation period. Seniority is also considered in the transfer of employees to other positions under 28 agreements affecting 4,100 workers.

Pensions, Life Insurance and Sickness Benefit Plans—There are no provisions for pensions, life insurance or sickness benefit plans in agreements covering approximately two-thirds of the hospital employees under collective agreements. As noted above, however, sick leave with pay is provided in a large proportion of the agreements.

Pension plans were mentioned in 12 agreements affecting 4,200 employees, although details of the plans were not generally included. Hospitalization, surgical and medical benefit plans were provided under 27 agreements covering 7,600 employees. Health, welfare and retirement plans are of the contributory type in 12 agreements covering 4,200 workers. In a number of agreements, there are provisions for free hospitalization and medical care or these services are provided at a reduced rate for permanent employees.

Room and Board—Provision for room and/or board is made in the terms of 50 contracts covering close to 11,400 employees. Room and board charges when indicated in the agreements tend to be around $30 to $35 per month in the eastern provinces and slightly higher in British Columbia. Prices quoted for single meals taken at the hospital generally run from 25 to 35 cents per meal in the East and from 40 to 50 cents in B.C.

Settlement of Grievances—Only three of the 86 agreements examined fail to outline the procedure to be followed in settling grievances.

Several outline a step-by-step procedure. A committee of employees' representatives is usually formed to handle grievances following the first steps in the procedure. The business agent may be called in under 26 agreements covering nearly 5,400 employees. Other local union officers and/or officers of the head office of the union are also mentioned in connection with grievance settlement in 23 agreements covering 5,100 employees. Different arrangements are provided for the actual processing of a grievance. The following is a representative example of the various steps involved:

If an employee believes that a complaint has not been satisfactorily adjusted (by his immediate supervisor) it may be referred to the Committee, and if, in turn, the Members of the Committee feel that further action should be taken, the grievance of the employee or employees concerned will be discussed with representatives of the employer at a regular meeting, or in important cases, at a special meeting to be arranged by mutual consent....

It is agreed that a Union Officer of Local..., if agreeable to both Employer and Union Members, shall act as a Member of the Committee at the request of either the Union or the Employer.

Whenever any grievance cannot be settled within five days after it has been discussed at a regular meeting between the Committee and the Employer's representatives it may be referred to arbitration, if the request is made in writing within ten days after the grievance has been dealt with as set out in paragraph 13 (the first quoted).

Arbitration as the last stage in handling grievances generally provides for the formation of a three-man board. Each party submits the name of a person of its choice to serve as its representative on the board. The nominees then choose a third person to act as chairman. If they fail to agree on the choice of the chairman, he is usually appointed by the Minister of Labour for the province where the hospital

is located. Persons other than the Minister of Labour are sometimes designated to perform this function.

The jurisdiction of the arbitration board extends to any complaint that has not been settled by the grievance procedure. Only 20 agreements affecting nearly 4,700 employees specifically limit the jurisdiction of the arbitration board to the application or interpretation of the terms of the collective agreement.

In nearly half of the 86 agreements a clause is included which states the parties' intention to refrain from any strike or lock-out action during the life of the agreement. In Quebec, strikes and lockouts are forbidden at any time under the terms of the Public Service Employees Disputes Act.

Provisions in Agreements for Graduate Nurses

Graduate nurses are covered by collective agreements in a number of hospitals. The 14 agreements on record apply mostly in Quebec and British Columbia. Nurses in the latter province are represented by the Registered Nurses Association of British Columbia, while in Quebec they are grouped into nurses' syndicates affiliated with the *Fédération Nationale Catholique des Services (CTCC).*

Collective agreement provisions regarding nurses are generally similar to those governing other hospital employees; the main points on which nurses' agreements differ are briefly mentioned here (see also the table).

Union security clauses are less frequent in nurses' agreements than in those for other hospital employees. There is only one compulsory union membership provision among the agreements covering nurses, and only five agreements have a maintenance of membership clause. A voluntary check-off is provided in only a minority of the agreements, all of which are effective in Quebec.

Under most collective agreements, nurses are generally entitled to ten paid statutory holidays during the year. After completing one year of service they become eligible for three or four weeks of vacation under seven agreements and for two weeks of vacation under the other seven. Under the latter seven agreements, three weeks are granted after two or three years' service and four weeks after five or six years' service.

Provisions for shift work are included in all agreements. A shift bonus is paid under the terms of eight agreements, affecting slightly more than 1,000 nurses.

For work performed outside of regular hours, nurses receive compensatory time off or are paid at time and one-half their salary rate in a majority of the nurses' agreements.

The existence of a pension plan is mentioned in three agreements covering 848 nurses. Two of these agreements and another one also include provisions for hospitalization, surgical and/or medical benefits.

Canadian Railway Board of Adjustment

(Continued from page 1150)

whereby all differences arising between the railways and employees could be disposed of in a mutually satisfactory manner.

On July 27, 1918, a joint committee prepared a draft agreement in line with General Order 13 of the United States Railroad Administration. The draft was promptly approved by The Canadian Railway War Board (now the Canadian Railway Association) and the executives of the six labour organizations.

At a further meeting on August 7, 1918, the Memorandum of Agreement was signed by the executive officers of the railways and the organizations. The agreement provided for the Canadian Railway Board of Adjustment No. 1, consisting of 12 members, six to be elected by the Canadian War Board and six by the executive officers of the labour organizations.

The Agreement gave the Board powers to make final decisions in the application of the McAdoo Award and for final disposition of all differences arising between the railways and the employees.

It contained a provision whereby the Board could adjudicate disputes arising between the railways and employees represented by railway labour organizations not members of the Board.

Effective April 15, 1921, the Agreement was amended confining the powers of the Board to reaching final decisions on controversies arising from interpretations of wage agreements and other matters in dispute, including personal grievances. The Amendment relieved the Board from acting as a Board of Arbitration when negotiations for new or revised agreements had reached an impasse between the railways and the labour organizations.

While the Agreement provides, in case of a deadlock, for the appointment by the Minister of Labour of a referee, to date that has not been necessary. Since its inception the Board has disposed of more than 800 disputes.

Labour Legislation in Newfoundland, 1955

Uncertified person allowed to act as shift engineer in exceptional circumstances by an amendment to the Boiler and Pressure Vessel Act

The Newfoundland Legislature opened March 23 and prorogued April 27.

The Boiler and Pressure Vessel Act was amended to allow an uncertified person to act as shift engineer in exceptional circumstances. Other legislation amended includes the Apprenticeship Act, the School Attendance Act and the Disabled Persons Allowances Act.

Boilers and Pressure Vessels

A number of minor amendments were made to the Boiler and Pressure Vessel Act.

The Act requires that boilers, pressure vessels and plants under the Act be operated by persons holding the proper certificates as prescribed by the regulations. This requirement has been relaxed to the extent that where, in the opinion of the Chief Inspector, exceptional circumstances make strict compliance with this requirement impracticable, he may permit an uncertified person to act as shift engineer in a plant for a limited period. Such a person must, however, be enrolled under a training program approved by the Provincial Apprenticeship Board in order to become certified as a stationary operating engineer.

The Chief Inspector must now be notified in writing and his written permission obtained before any boiler not previously covered by the Act is sold, purchased, or exchanged for use within the province. This provision formerly applied only when a boiler or pressure vessel previously used outside the province was installed in Newfoundland. The Chief Inspector may now authorize the boiler or pressure vessel to be installed, sold, purchased or exchanged either after inspection or without inspection and subject to such conditions as he may deem proper.

A further amendment provides for regulations to be made by the Lieutenant-Governor in Council requiring every plant owner to register the horsepower of the plant and prescribing the registration fee.

The definition of boiler was amended to include a vessel in which steam is generated or hot water produced under pressure having a capacity of more than three cubic feet or 30 square feet of heating surface instead of 20 square feet as before.

The amendment stipulates that where there is a conflict between this Act and the regulations and any other Act or regulations passed before the passing of this Act, the Boiler and Pressure Vessel Act will prevail.

Apprenticeship

In the Apprenticeship Act, the definition of "employer" was broadened and is now similar to the one contained in the Nova Scotia Act of 1952. "Employer" now includes "a provincial, municipal or other public authority and any incorporated or unincorporated organization or association authorized by the Minister (of Labour) to enter into a contract of apprenticeship".

Disabled Persons Allowances

New sections were added to the Disabled Persons Allowances Act, which authorizes an allowance of up to $40 a month to be paid to disabled Newfoundland residents in cases of need, payable on a 50-50 basis by the province and the federal Government. The new provisions outline the method of collection by the Crown of any amount paid under the Act by reason of misrepresentation or fraud. Any such amount may be recovered by the Old Age Assistance Board with interest at the rate of 5 per cent and every action or proceeding for recovery of the debt may be instituted in the name of the Board.

School Attendance

The Newfoundland School Attendance Act requires children to attend school between the ages of seven and 15 years. Exemptions are permitted however in case of illness, lack of accommodation, for home duties and for employment. The Act also excuses the child from school attendance if he is under 10 years of age and the nearest school of his religious denomination is more than one and one-half miles distant

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

from his home or in the case of a child of any age if the school is two miles distant. An amendment this year provides that such an exemption will not be granted to the child if transportation by bus to a school of his religious denomination is available and there is a bus stop within one mile of his home.

Recent Regulations, Federal and Provincial

New safety regulations issued for trench excavation in Ontario and for geophysical exploration in Saskatchewan. Term of apprenticeship for welders reduced from four to three years in province of Alberta

Regulations have been issued under the Trench Excavators Protection Act passed in Ontario last year setting out the methods and materials to be used in the shoring and timbering of trenches.

New regulations governing geophysical exploration have been made in Saskatchewan.

The term of apprenticeship for welders in Alberta has been reduced from four to three years.

By-law No. 1 of the Quebec Labour Relations Board, which lays down the requirements to be complied with by unions applying for certification, has been amended.

FEDERAL

Aeronautics Act

A licence issued under the Aeronautics Act to an immigrant will now remain valid during the first six years of his residence in Canada. Previously, it lapsed if he did not become a Canadian citizen within five years of his arrival. The amendment to the Air Regulations under the Act (L.G., Feb., p. 184) was approved by P.C. 1955-888 of June 15, gazetted July 13.

New Air Navigation Orders made under the Act and gazetted August 24 require a pilot, flight navigator, flight engineer, aircraft maintenance engineer and air traffic controller to hold a valid licence or permit issued under the Air Regulations.

PROVINCIAL

Alberta Apprenticeship Act

The term of apprenticeship in the welding trade in Alberta has been reduced from four to three years. The term is now two years for the second class journeyman certificate and one additional year for the first class journeyman certificate, including the three-month probationary period.

As previously, the Provincial Apprenticeship Board may, on the recommendation of the local advisory committee, approve a reduction in the term in cases where the apprentice can provide evidence of approved technical or vocational training applicable to the trade, or where he has had previous experience in the trade.

Minimum wage rates for apprentices while not attending technical classes are the following percentages of the prevailing wages of a journeyman: 60 per cent in the first year; 70 per cent in the second year; 80 per cent in the first six months of the third year, and 90 per cent in the last six months of the third year. Formerly, the rates ranged from 55 per cent in the first year to 90 per cent in the last six months of the fourth year.

The amendment to the regulations (L.G., Mar. 1954, p. 420) was approved by O.C. 944-55 of July 25, gazetted August 15.

Alberta Welding Act

The holding of a certificate of proficiency is obligatory in order to engage in the trade of welding in Alberta. The fee payable for examination for a journeyman's gas welding certificate, journeyman's electric welding certificate, special gas welding certificate or special electric welding certificate has been raised from $7.50 to $10. For provisional certificates the fees have been reduced from $7.50 to $5.

New fees have been established for certificates indicating proficiency in both gas and electric welding: $15 for a journeyman's gas and electric welding certificate or for a special gas and electric welding certificate; and $10 for a provisional gas and electric welding certificate.

The amendment to the schedule of fees (L.G. 1948, p. 56) was approved by O.C. 677/55 of May 24, gazetted June 15.

Manitoba Operating Engineers and Firemen Act

The regulations under the Operating Engineers and Firemen Act in Manitoba now provide that each member of the examining board, other than the chairman, shall receive $400 a year for his services.

The board consists of three engineers each holding a first class operating engineer's certificate. The chairman is an officer of the Department of Labour and the other two members represent employers and employed engineers, respectively.

The Act, as passed in 1949, provided that each board member other than the chairman should receive such remuneration as was prescribed in the regulations and should be paid reasonable and necessary travelling expenses. The regulations issued in 1951 (L.G. 1952, p. 191) made no provision for the remuneration of board members.

The amendment was issued as Man. Reg. 45/55 of July 4, gazetted July 9.

Ontario Trench Excavators Protection Act

Regulations governing the shoring and timbering of trenches in Ontario have been issued under the Trench Excavators Protection Act (L.G., Aug. 1954, p. 1148, and Aug. 1955, p. 960). They outline the methods and the size, composition and arrangement of the materials to be used to support the sides of trenches according to the type of soil and the depth of the trench.

All materials used for shoring and timbering must be structural eastern spruce or some other material as strong or stronger.

The required size and arrangement of the materials to be used are set out in four tables governing excavations in the following types of soil: hard and solid soil; soil which may crack or crumble; loose, sandy or soft soil or soil which has been previously excavated; and soil under hydrostatic pressure.

Each table lists specifications for trenches for various depths from a trench from 6 to 10 feet deep to one from 25 to 30 feet deep. In each case the minimum dimensions and the proper spacing are given for the pieces of sheathing (boards placed vertically along the sides of the trench), wales (beams placed along the sheathing parallel to the bottom of the trench) and struts (beams placed across the trench to resist pressure from sheathing or wales). For example, in a trench over 15 but not over 20 feet deep which is being excavated in hard, solid soil, the pieces of sheathing must be at least two inches thick and eight inches wide and they must be arranged so that the horizontal spacing from the centre of one piece of sheathing to the centre of the one next to it does not exceed three feet; the wales must be eight inches square and arranged so that the vertical spacing from the centre of one wale to the centre of the one above it is not more than four feet; the struts must be six inches square and arranged so that, measuring from centre to centre, the struts are not more than four feet apart vertically and not more than nine feet apart horizontally along the trench.

The regulations also state how the sheathing, wales and struts are to be held in place and supported. The methods of shoring and timbering outlined include the method required when wales are not used.

The regulations were approved by O.C. 136/55 on July 7, gazetted July 30.

Quebec Labour Relations Act

An amendment to By-law No. 1 of the Quebec Labour Relations Board specifies that the conditions required to establish the representative character of an association must have been complied with on or before the day of filing of the application for certification with the Board.

By-law No. 1 (L.G. 1946, p. 1275, and 1952, p. 621) lays down the requirements to be complied with by unions applying for certification.

The amendment also provides that the date used for computing the membership of a union shall be the one on which the application was filed with the head office or the Montreal office of the Board. A similar provision is found in the legislation of a number of other provinces, e.g., Saskatchewan and British Columbia.

When an application has been rejected by the Board, a second application covering the same parties will not be accepted until three months have elapsed after the date of rejection. An exception may be made, however, where the first application was rejected as the result of a technical error.

The amendment was approved by O.C. 759 of July 13, gazetted July 23.

Saskatchewan Mineral Resources Act

Regulations governing geophysical exploration within the sedimentary basin area of Saskatchewan have been approved by O.C. 1261/55 under the Mineral Resources Act and gazetted June 24.

As defined in the regulations, geophysical exploration means any method of applying a physical science to the determination of geologic or other conditions which may

lead to the discovery of an accumulation of hydrocarbons or any other mineralization within the sedimentary section, and includes seismic, gravimetric, magnetic and aeromagnetic, radioactive and aeroradioactive, electrical, geochemical, structure drilling or core drilling or any other method of testing the subsurface of sedimentary basin.

The regulations are divided into six parts. Part I defines various terms used; Part II deals with licences and crew certificates which must be obtained by any person wishing to operate geophysical equipment; Part III sets out the conditions of operation; Part IV governs the storage, handling, transportation and firing of explosives; Part V contains general provisions applicable to geophysical operations, and Part VI establishes the penalties for violations of the regulations.

Part IV, governing explosives, is almost identical with the seismograph regulations issued by the Alberta Workmen's Compensation Board (L.G. 1952, p. 1492). As in Alberta, the handling and firing of explosives must be supervised by the holder of a certificate of efficiency and of a certificate of first aid. The regulations outline safety measures to be complied with in the storage, transportation and handling of explosives by persons engaged in geophysical exploration. Inspectors have authority under the regulations to require employers to make any changes or repairs necessary to safeguard workmen and reduce the possibility of accidents.

Publish Outline Program For Duke's Conference

To conduct a practical study of the human aspects of industrialization will be the purpose of the Duke of Edinburgh's forthcoming Study Conference on the Human Problems of Industrial Communities within the Commonwealth and British Empire. The outline program of the conference, which will be held at Oxford University in July next year, was recently published.

The conference will deal in particular with those factors which make for satisfaction, efficiency and understanding, both inside industrial organizations and in the everyday relations between industry and the surrounding community. It will not deal with matters which come within the normal scope of industrial negotiations.

Briefly, the central problem faced by the conference will be: How can the benefits of industrial development be reconciled with personal needs and how can the life of a community assimilate the changes which accompany a technical and economic revolution.

The conference will be attended by 280 persons and will last from July 8 to July 28. Those attending will be men and women of the Commonwealth and Empire, broadly within the group of 25 to 45 years, who are engaged in the managerial, technical and operative roles of industry. They are expected to be persons who hold, or in the foreseeable future will hold, positions of responsibility, and who have a proven interest in the life of their community.

"Older Worker Programs Must Fit Policy for All"

"Any measures to extend employment opportunities for older workers must fit in with a manpower policy for all workers of all ages." That is the conclusion reached in a study of the employment of older women, based on an International Labour Office report submitted to the Ninth Session of the Committee on the Status of Women. The findings of the study are published in the July issue of the *International Labour Review*.

The future of older women workers, it is stated, is closely bound up not only with that of older men workers but with that of the younger generation as well. The problem is to give all workers equal opportunities for equal skills.

Among other factors, the report discusses obstacles to the placement and employment of older women workers and measures to facilitate their employment.

Under both headings, the importance of vocational guidance is stressed. Lack of proper guidance at the start of a girl's career can, as the years go by, have increasingly serious consequences, it is pointed out. A good basic training is useless, states the report, if it only leads to a trade or career that is already overcrowded.

"A girl who chooses an overcrowded occupation is unquestionably increasing the risk of being out of work later. The interests of individuals and the interests of society coincide over this point and, as has been stated in a recent Belgian survey, 'the problem of the old is first and foremost a problem of the young'."

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit continued downward trend in July. Statistics* show 81,578 claims compared with 90,380 in June

Initial and renewal claims for unemployment insurance benefit continued the downward trend in July.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 81,578 claims were filed in local offices across Canada in July, compared with 90,380 claims in June and 106,269 in July 1954.

On July 29, ordinary claimants numbered 140,017 (91,078 males and 48,939 females), compared with 157,132 (106,805 males and 50,327 females) on June 30 and 188,913 (137,503 males and 51,410 females) on July 30, 1954. On July 29, 1955, there were 19,717 short-time and 7,994 temporary layoff claimants registered.

During July, 80,583 adjudications were recorded on initial and renewal claims, of which 59,117 were "entitlements to benefit". Total non-entitlements for July were 28,059 (this figure includes 6,593 disqualifications on revised claims), of which 9,722 were in respect of initial claims on which basic contribution requirements were not fulfilled. Chief reasons for disqualification were: not unemployed, 5,881 cases; voluntarily left employment without just cause, 4,386 cases; and not capable of and not available for work, 2,923 cases.

There were 49,990 new beneficiaries during July, compared with 64,865 during June and 71,203 during July 1954.

Benefit payments amounting to $8,947,552 were paid during July in respect of 2,960,905 days, as against $12,645,439 and 4,113,157 days during June and $12,760,098 and 4,157,128 days during July 1954.

The average number of beneficiaries per week was estimated at 132·4 thousand for July, compared with 170·4 thousand for June. For the week July 24-30, 1954, the number of beneficiaries was estimated at 163·5 thousand.

The average daily rate of benefit for the month of July was $3.02, compared with $3.07 for June 1955 and July 1954.

See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards were issued to 3,725,182 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At July 31, employers registered numbered 273,879, an increase of 287 during the month.

Enforcement Statistics

During July, 3,439 investigations were conducted by district investigators across Canada. Of these, 2,522 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 917 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 195 cases†, 52 against employers and 143 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 636†.

Unemployment Insurance Fund

Revenue received in July totalled $19,373,817.50, compared with $17,840,418.76 in June and $18,175,344.35 in July 1954. Benefit payments in July amounted to $8,926,477.96, compared with $12,621,798.86 in June and $12,706,721.15 in July 1954. The balance in the fund at July 31 was $838,261,453.80. At June 30, there was a balance of $827,814,114.26 and at July 31, 1954, of $873,877,418.41.

†These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1151, May 20, 1955

Summary of the Facts: The claimant filed a renewal application for benefit on November 2, 1954, registered for work as an assembler, and stated that she had been employed in this capacity by the International Resistance Company Limited, manufacturers of television and radio parts, Toronto, Ont., at a wage of 93 cents an hour, from October 4, 1954, to November 1, 1954, when she was "laid off—due to strike at plant". The employer stated: "Employee on strike."

According to the submissions, it seems that for some months prior to November 1, 1954, Local 514 of the United Electrical, Radio and Machine Workers of America, of which the claimant is not a member, had been negotiating with the above-mentioned company for a wage increase in respect of the workers covered by the former collective agreement, which comprised "all hourly paid and salaried employees in the Metallized, Volume Control, Wire Wound, Filament & Element, Machine Shop Shipping and Engineering, Watchmen, Maintenance and Cleaning Departments of the Company, save and except Foremen, and those above the rank of Foremen and office staff". However, as the two parties were unable to reach an accord, the dispute was referred to a conciliation board. The board, in a majority award, recommended a wage increase of 9 cents an hour in respect of all such employees. The company refused to implement the board's recommendation, with the result that a strike began and the plant was picketed from noon on November 1, 1954. Subsequently, both the union and the company reported that all the production workers who were employed at the plant had lost their employment on the above-mentioned date by reason of the strike, and also that the assemblers were among the occupations, grades or classes of workers on strike.

The insurance officer, pursuant to Section 41(1) of the Act, disqualified the claimant from receipt of benefit from November 2, 1954, for so long as the stoppage of work continued.

In her appeal to a court of referees dated November 18, 1954, the claimant stated that she was a probationary employee at the plant, that she was not participating in, or financing or directly interested in the dispute, that the personnel manager of the company had asked her, while the strike was on, if she "cared to come in to work by police escort" which she felt, under the circumstances, was an unfair request and that she was ready and willing to return to work any time the company resumed its normal operations.

As a supplement to her appeal, the claimant wrote a letter to the court of referees dated December 7, 1954, wherein she stated that on or about December 1, 1954, she received her insurance book, by mail, from the employer, who requested her to acknowledge receipt of the book and furnish him with a statement agreeing that her employment with the company had terminated on November 2, 1954, which she did. She also stated that there had been an indication of violence on the picket line and she enclosed a newspaper clipping relative thereto.

In response to a request from the insurance officer for further information, the personnel manager of the company stated, on December 9, 1954, that the claimant walked off the job on November 1 when the strike started, that in answer to a letter which the company received from the claimant on November 8, she (the personnel manager) informed her over the telephone that the plant had resumed operations and that she could return to work if she cared to do so. She also stated that, at no time, had she intimidated the claimant in regard to her former job with the company or her unemployment insurance benefits. In addition, she enclosed a copy of a letter which an official of the company addressed to the claimant on November 23, 1954. It reads as follows:

> Our factory has resumed operations. Those who are planning to return to work should contact the personnel department by 2 p.m. on Friday, November 26, 1954.
>
> If we do not hear from you by that time, your unemployment insurance book will be mailed to you by registered mail.

The personnel manager of the company informed the insurance officer that from 20 to 25 employees of a total of approximately 100 who had lost their employment as a result of the said stoppage returned to work upon receiving the same letter as that sent to the claimant on November 23, 1954.

The court of referees which heard the case in Toronto on December 13, 1954, rendered the following unanimous decision:

It is the contention of the claimant that by not being a member of the Union she should be eligible for unemployment insurance benefits.

It has been held, however, by the Umpire that there is no relief from disqualification for having lost his or her employment by reason of a work stoppage caused by a labour dispute for a claimant who did not belong to the Union involved.

It is immaterial whether the claimant is a member of the Union or not for he or she is regarded as being a possible beneficiary of the outcome of the labour dispute.

We find upon the evidence that a stoppage of work occurred at the claimant's place of employment but due to a labour dispute and we find that she lost her employment by reason of a stoppage of work and that she belongs to a grade or class of workers directly interested in the dispute.

The claimant's appeal is therefore *Dismissed* on both counts and the indefinite disqualification of the Insurance Officer *Sustained.*

With the permission of the chairman of the court of referees, the claimant appealed to the Umpire on the following grounds:

Misinterpretation of the law regards disqualifying probationary employees.

1. I was not an established employee at the company I.R. Company, but merely trying out the job to see if I could qualify. I was employed only 4 weeks at a low base pay rate.

2. At the time the strike took place, the company informed me directly that they would only need a few employees after the strike on account of losing contracts. I would therefore not benefit by the strike as the board of referees pointed out, and could not possibly benefit. Although the law does not directly state anything on probationary employee rights, it does not state anything against it, and therefore open to be challenged, and the true meaning brought out. Could not possibly be a member, on account of short period worked.

Conclusions: There are three conditions which must be established before the disqualification which is provided for in Section 41 of the Act can apply, namely: (1) that there is a labour dispute at the premises at which the claimant was employed; (2) that such dispute was the direct cause of an appreciable stoppage of work and (3) that the claimant had lost his employment by reason of that stoppage.

According to Section 2(1)(d) of the Act, a labour dispute is "any dispute between employers and employees, or between employees and employees, that is connected with the employment or non-employment, or the terms or conditions of employment of any persons, whether employees in the employment of the employer with whom the dispute arises, or not". In the present case, there was a contention of opposing purposes between the employer and his employees relating to wages, the two parties were unable to reach an accord, the matter was referred to a conciliation board, the company refused to implement the latter's recommendation and the employees went on strike and picketed the plant, all incidents which, in several decisions, I have held to be characteristic of a labour dispute within the meaning of the Act.

The existence of a stoppage of work also was *prima facie* established. It was shown that all the production workers lost their employment on November 1, 1954, and although the numbers affected by a stoppage of work, as a general rule, cannot be taken as the sole and absolute criterion of whether it is appreciable, I am nevertheless prepared, in this particular case and unless new evidence is adduced to the contrary, to assume that, on the date the strike began, the employer had work on hand to employ those workers, and that their concerted action in failing to resume their employment as usual on that date create, to say the least, an appreciable interruption of the work carried on at the plant.

As it also appears that, but for the strike, no appreciable interruption of operations would have occurred on November 1, 1954, the stoppage of work, therefore, bore a direct relationship to the dispute, and the claimant must be held to have lost her employment by reason of a stoppage of work which was due to a labour dispute at the place at which she was employed.

The claimant's contentions, however, are to the effect that, even though she did lose her employment under those circumstances, the disqualification should not apply in her case because she was a probationary employee and was not participating in, or financing or directly interested in the labour dispute.

The claimant's allegation that she was a probationary employee can be taken to mean either that she was not ordinarily employed at the plant, which is the idea primarily conveyed by the word "employed" in Section 41(1) of the Act, or that she did not belong to the grade of assemblers that, immediately before the commencement of the stoppage, included members who were employed at the same premises and were participating in, financing or directly interested in the dispute.

Firstly, I fail to see how, by being employed on a probationary basis, her

status as a worker under a contract of service could be affected to the extent of making it substantially different from that of the other workers ordinarily employed at the plant. She was not hired solely to perform a specific job of a determined duration. She had, on the contrary, been working at the plant for almost one month when the stoppage occurred and, by her own admission, was ready and willing to return to her job any time the company would resume its normal operations. She must, therefore, be held to have been "employed" at the plant within the meaning of Section 41(1) of the Act.

Secondly, there is no suggestion that the alleged fact that she was a probationary employee had anything whatsoever to do with the execution of her work as an assembler, which, if verified, might justify the contention that she belonged to a distinct classification of assemblers, nor does it appear that such fact had the effect of excepting her from the application of the collective agreement. She, therefore, belonged to the grade of the assemblers and to the class of the employees covered by the agreement, and inasmuch as, irrespective of non-membership in the union, the conditions of employment of these grade and class stood to be directly affected for better or for worse by the outcome of the dispute, she was directly interested therein. She was, therefore, subject to disqualification as from November 1, 1954, for so long as the stoppage of work continued.

Having found that she was directly interested in the dispute, there is no need for me to examine the question of whether or not she was participating in the dispute by reason of her refusal to cross the picket line.

As to the circumstances under which the claimant's contract of service was allegedly terminated during the stoppage, they satisfactorily show that the employer's notice to resume work was just another incident in the labour dispute. As I said in decision CU-B 570, which was quoted by the insurance officer in his submission to the court of referees, "it is a necessary feature of a stoppage of work caused by a labour dispute that engagements are terminated and the mere fact that the initiative comes from the employer does not render the matter beyond the concept of a labour dispute if his action is taken in consequence of unwillingness on the part of the workmen to agree to his demands or proposed terms of employment. It is true that the employer . . . seemingly considered the separation as final but it was only a subterfuge which is not infrequently used in a dispute of this nature".

The appeal is disallowed.

Decision CU-B 1174, June 28, 1955

Summary of the Facts: The Claimant filed claims for benefit on April 10, 1953, and August 30, 1954, and applied for and received payment of benefit at the dependency rate in respect of a woman whom he described as his wife.

On November 30, 1954, the claimant made the following statement:

I have been supporting Mrs. . . . as my wife for the past fifteen years. We have lived together during all that time and all our neighbours & acquaintances think we are legally married and I have regarded her for all intents & purposes as my wife and we would have been married but for the fact she could not obtain a divorce. When I claimed her relationship to me as wife on UIC 467 dated 30 August 1954, it was not with any intention of obtaining benefits illegally.

In view of the above statement, the insurance officer notified the claimant that, pursuant to Section 33(3)(a)(i) of the Act, he was not entitled to the dependency rate of benefit and he made the lower rate effective from April 12, 1953.

From the decision of the insurance officer, the claimant appealed to a court of referees on the following grounds:

The Act does not state that "wife" must be a legal wife under Sec. 33(3).

I have been supporting this woman for a period of about 10 years.

Due to her religious beliefs it is impossible for Mrs. . . . to obtain a divorce and thus marriage is impossible.

She receives no support whatsoever from her husband and I am supporting her "wholly or mainly".

In letter notifying me of disqualification, it states I am not wholly or mainly maintaining this woman, but I am.

According to dictionary meaning of marriage—it means "legal wedlock or close, intimate union".

The court of referees upheld the decision of the insurance officer in a unanimous finding which reads:

We conclude from the submission that the woman's husband is still alive and there has been no divorce. If this were not so, we think there would be no difficulty about the dependency rate even though the claimant was not married to her. The Act, however, provides the dependency rate to a claimant "whose wife is being maintained . . . by him". There is no question about the maintenance but Mrs. . . . is not the *wife* of the claimant. Accordingly, we do not feel that anything can be done.

(Continued on page 1149)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 222 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 211 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(*a*) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(*b*) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(*c*) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(*d*) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	156	$1,475,305.00
Post Office	7	99,731.11
R.C.M.P.	7	116,051.38

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(*a*) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(*b*) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(*c*) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(*d*) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during August

During August the sum of $1,291.73 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 32 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Annapolis Royal N S: Welton Construction Ltd, construction work, Windermere Marsh.

Central Mortgage and Housing Corporation

Chatham N B: Eastern Landscape Co, site improvement & planting. *Ajax Ont:* Miller Paving Ltd, *restoration of Pickering Township road. *Barriefield Ont:* H J McFarland Construction Co Ltd, construction of roads & services. *Brockville Ont:* Borgstrom Bros Ltd, site improvement & planting. *Camp Borden Ont:* A B Snyder Electric Co, installation of electrical distribution, fire alarm & street lighting systems. *Hamilton Ont:* Ontario Hydro Electric Power Commission, *moving hydro lines to permit removal of houses; *Bell Telephone Co, moving telephone lines to permit removal of houses; Hawk Construction Ltd, removal, re-erection & repair of houses. *Ottawa Ont:* Ottawa Building Maintenance Co, *interior painting of rear hallways, Strathcona Heights. *Owen Sound Ont:* Borgstrom Bros Ltd, site improvement & planting. *Petawawa Ont:* Warneke Decorating Co, exterior painting. *Picton Ont:* A B Snyder Electric Co, installation of electrical distribution system. *Uplands Ont:* Imperial Construction Co, site improvement & planting. *Waterloo Ont:* S Gillespie, exterior painting. *Lloydminster Sask:* Acue Enterprises, *landscaping, renovation & drainage. *Suffield Alta:* Terminal Construction Co Ltd, site improvement & planting. *Wainwright Alta:* New West Construction Co Ltd, *construction of concrete walks. *New Westminster B C:* Rosenquist & Sons, exterior painting, Glenview Apts.

Department of Citizenship and Immigration

Hearst Ont: Denis Charbonneau, construction of school. *Garden River Ont:* George Stone & Sons, construction of school. *Marathon Ont:* John E Dagsvik, construction of school. *Dryden Ont:* Paul G Wallin, construction of school. *Muncy Ont:* T C Warwick & Sons Ltd, construction of addition to day school. *Dauphin Man:* Wyatt Construction Co Ltd, construction of school. *Fort Alexander Man:* John Plaxton Co Ltd, alteration to bldg & partial renewal of heating system, residential school. *Clandeboye Man:* Gertz Construction Ltd, construction of school. *Portage la Prairie Man:* Arthur Freiheit, construction of school. *Norway House Man:* Emery Bros Ltd, construction of school; George F Thompson, construction of school. *Punnichy Sask:* R B McLeod & Co Ltd, construction of water supply line for residential school. *Prince Albert Sask:* C Jacobson, re-roofing bldg No. 27. *Cluny Alta:* Larwill Construction Co, installation of fire escapes at residential school. *Morley Alta:* F H Lepper, plumbing repairs at residential school. *Lower Post B C:* Stewart & Slade Construction Co Ltd, construction of four classroom block.

Defence Construction (1951) Limited

Chatham N B: Borgstrom Bros Ltd, grading, topsoiling, seeding & sodding, RCAF Station. *Renous N B:* Dexter Construction Co Ltd, paving of roads. *Greenwood N S:* Kenney Construction Co Ltd, construction of dinghy test tank addition to bldg No 34, RCAF Station. *Halifax N S:* Cameron Contracting Ltd, construction of pedestrian tunnel, centre gate, HMC Dockyard. *Sydney N S:* Connolly & Twizell Ltd, supply & installation of steam, water & air piping to main jetty & quay wall, Point Edward Naval Base. *Bouchard Que:* G M Gest Ltd, construction of fire alarm system, No 34 OAD. *Lachine Que:* Dominion Bridge Co Ltd, supply & installation of coal fired steam generating unit, RCAF Station. *Montreal Que:* Grinnell Co of Canada Ltd, installation of fire protection system in bldgs, LPOD. *Valcartier Que:* Paul Groleau & Laurent Tellier, construction of fire hall (523); Beaudet & Fils, construction of concrete foundation & concrete floor & erection of

prefabricated Atkinson steel superstructure of main stores bldg, No 15 CARDE; Thiro Construction Ltee, construction of overhead electrical distribution system; Bergerville Estates Ltd, construction of various bldgs & utilities. *Barriefield Ont:* McGinnis & O'Connor Ltd, resurfacing of parade squares, RCEME School & RCS Signals. *London Ont:* Keillor Construction Co Ltd, installation of sewers, grading, paving & landscaping, Wolseley Barracks. *Petawawa Ont:* M Sullivan & Son Ltd, construction of officers' mess, officers' quarters & outside services; H J McFarland Construction Co Ltd, paving & street lighting; Canadian Comstock Co Ltd, construction of electrical distribution system. *Uplands Ont:* Alex I Garvock Ltd, construction of mess, RCAF Station. *Flin Flon Man:* Taubensee Construction Co, supply & erection of quonset type armoury. *Shilo Man:* Claydon Co Ltd, construction of various bldgs & outside services. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of officers' mess; Universal Construction Co Ltd, paving & construction of roads, Fort Osborne Barracks. *Moose Jaw Sask:* Piggott Construction Ltd, construction of drill & recreational hall & underground steam distribution system, RCAF Station. *Calgary Alta:* Mannix Ltd, general grading, Sarcee Camp. *Edmonton Alta:* Edmonton Crane Services, reconstruction of office section, warehouse No 2, Griesbach Barracks. *Wainwright Alta:* New West Construction Co Ltd, construction of camp ordnance railhead warehouse, outside utilities & grading. *Chilliwack B C:* Smith Bros & Wilson Ltd, construction of lecture training bldg & unit drill hall.

Building and Maintenance

Belleville Ont: Bedard-Girard Ltd, rewiring & relighting of Bridge St Armoury. *Hamilton Ont:* The Tidey Construction Co Ltd, insulation of steelox bldgs, HMCS "Star"; Canadian Engineering & Contracting Ltd, alterations (floor repairs), James St Armoury. *Leitrim Ont:* Canadian Comstock Co Ltd, supply & installation of air conditioning system, Wireless Station. *Ottawa Ont:* George Cashman Ltd, repairs to concrete girders etc, COD, Plouffe Park. *St Catharines Ont:* Brant Construction Co Ltd, construction of concrete floors & ancillary work, Lake St Armoury. *Timmins Ont:* Smith & Elston Co Ltd, renovations to heating & ventilation system, Armoury. *Winnipeg Man:* A M Tallman, asphalt paving, Minto Armoury. *Penhold Alta:* Burns & Dutton Concrete & Construction Co Ltd, improvements to sewage disposal plant, RCAF Station. *Jericho Beach B C:* Neil Meyer, exterior painting of bldgs 47 & 104 & hangars 2 & 3. *Vancouver B C:* M Sleightholme & Co Ltd, exterior painting of hangars 5 & 6.

Department of Defence Production

Berry Mills N B: Rayner Construction Ltd, construction of concrete roadway. *Camp Sussex N B:* Horsnell Machine & Iron Works Ltd, construction & installation of dishwashing counters & sinks. *Chatham N B:* Stewart Butler Ltd, painting interior of bldgs, RCAF Station. *Coldbrook N B:* John Flood & Sons Ltd, demolition of brick chimney & erection of steel stack. *Saint John N B:* W L Collings, dismantling & removing bldgs on Partridge Island. *Cornwallis N S:* Fred Cleveland, painting exterior of bldgs, HMCS "Cornwallis". *Dartmouth N S:* R J Frosst & Co, painting interior of houses, Naval Radio Station, Albro Lake. *Halifax N S:* Halifax Painters & Decorators, painting interior of bldgs, HMCS "Stadacona". *Newport Corner N S:* Ralph & Arthur Parsons Ltd, alterations to transmitter bldg, Naval Radio Station. *Montreal Que:* McDonnel Ship Repairs Ltd, repair of boiler room, Belair St Armouries. *Centralia Ont:* Aston Iron Works of Canada Ltd, alterations & additions to control tower bldg, RCAF Station. *Clinton Ont:* Brant Construction Co Ltd, painting exterior of houses, RCAF Station. *Oshawa Ont:* Ontario Bldg & Cleaning Co Ltd, cleaning, repainting & repair of all exterior brick & stonework at Armoury. *Ottawa Ont:* Dibblee Construction Co Ltd, gravelling, oiling & repairing potholes on road, Connaught Rifle Ranges; J C Robinson & Sons Ltd, installation of transformer vault, Wallis House. *Petawawa Ont:* E Biederman, replastering walls & repainting of bldg at Camp. *Timmins Ont:* Geo E Knowles Ltd, re-roofing of bldg, Armoury. *Trenton Ont:* Quinte Plumbing, Heating & Electric Co, cleaning of sewers, Middleton Park. *Uplands Ont:* M & S Martin, grading & seeding, RCAF Station. *Gimli Man:* West End Contractors Ltd, construction of control booth in hangar, RCAF Station. *Winnipeg Man:* Superior Roofing Co Ltd, installation of bonded roof on bldg, Fort Osborne Barracks; R J Dupuis Construction Ltd, alterations & additions to bldg, Fort Osborne Barracks; Bird Construction Co Ltd, removal & installation of fuel tanks, HMCS "Chippawa". *Namao Alta:* Diamond-Up Painters & Decorators, painting interior & exterior of school, RCAF Station; R H Palmer Ltd, installation of

aluminum frame screens on bldgs, RCAF Station. *Esquimalt Harbour B C:* Hume & Rumble Ltd, supply & installation of underground cable to McCarthy Island. *Vancouver B C:* J Boshard & Son Ltd, waterproofing of exterior walls, Bessborough Armouries. *Vedder Crossing B C:* M Sleightholme & Co Ltd, painting exterior of bldgs RCSME, Camp Chilliwack. *Victoria B C:* Victoria Paving Co Ltd, paving, Work Point Barracks.

National Harbours Board

Halifax Harbour N S: Foundation Maritime Ltd, construction of Pier A-1. *Saint John Harbour N B:* Standard Dredging Co Ltd, maintenance dredging & related work. *Montreal Harbour Que:* E G M Cape & Co, construction of wharf extension, sections 50-53.

National Research Council

Ottawa Ont: Code Construction Co Ltd, construction of service trench to bldg M-36, Montreal Road Laboratories.

Department of Northern Affairs and National Resources

Between Beavermouth & Revelstoke B C: Western Water Wells Ltd, subsurface investigation on Columbia River. *near Revelstoke B C:* B C Engineering Co Ltd, surveys & investigations on Columbia River.

Department of Public Works

Battle Harbour, Cartwright, Hopedale & Nain, Labrador: Twillingate Engineering & Construction Co Ltd, erection of RCMP Detachment Bldgs. *Bay de Verde Nfld:* Kenney Construction Co Ltd, harbour repairs & improvements. *Carbonear Nfld:* Kenney Construction Co, construction of federal bldg. *Grand Falls Nfld:* Eastern Woodworkers Ltd, construction of married quarters for RCMP. *Portugal Cove Nfld:* Concrete Products (Newfoundland) Ltd, construction of breakwater. *St Alban's Nfld:* Kenney Construction Co Ltd, reconstruction of wharf. *Twillingate Nfld:* McNamara Construction Co Ltd, *dredging. *Cove Head P E I:* Edward McCallum, construction of landing. *Egmont Bay P E I:* Noye & Raynor, construction of retaining wall. *Grand River South P E I:* Ralph Ford, construction of wharf extension. *Souris P E I:* County Construction Co Ltd, breakwater repairs. *Summerside P E I:* Inman Plumbing & Heating Ltd, installation of heating system in warehouse on railway wharf. *Wood Islands P E I:* J P Porter Co Ltd, *dredging. *Amherst N S:* Robb Engineering Works Ltd, *construction of "A" frame for dredge "PWD No 22". *Bedford Basin N S:* T C Gorman (Nova Scotia) Ltd, jetty extension, RCN Magazines. *Broad Cove (East Side) N S:* Mosher & Rawding Ltd, breakwater repairs. *Chegoggin Dyke N S:* L E & P E Armstrong, breakwater repairs. *Halifax N S:* Nova Scotia Waterproofers Ltd, repairs to weeping tile & waterproofing exterior foundation walls, Camphill Hospital. *Mabou Bridge N S:* MacDonald & MacDonald, wharf reconstruction. *Pictou N S:* Ferguson Industries Ltd, *repairs to scow "PWD No 167". *Point Tupper N S:* R A Douglas Ltd, wharf reconstruction. *Sydney N S:* M R Chappel, construction of officers' quarters for RCMP. *Three Fathom Harbour, Halifax, N S:* Naugles Sand & Gravel Co Ltd, *dredging. *Campbellton N B:* Ralph Sharp, repairs to ferry wharf; Tracy Construction Inc, deep water wharf repairs. *Malloch's Beach N B:* Saint John Dredging Co Ltd, *dredging. *Moncton N B:* Parsons Construction Co Ltd, construction of Administration Bldg & garage for RCMP. *Petit Rocher N B:* Connolly Construction Ltd, breakwater repairs. *Tracadie N B:* J W & J Anderson Ltd, wharf extension. *Welchpool N B:* L G & M H Smith Ltd, wharf repairs. *Baie St Paul Que:* Germain Boily, *dredging. *Beloeil Station Que:* Theode Robidoux, removal of concrete debris blocking the ship channel. *Bonaventure Que:* Fortunat Bernard, *dredging. *Cap à l'Aigle Que:* C Dufour & J M Dufour, wharf enlargement. *Etang du Nord Que:* Marcel Cauvier & J E Keays, wharf extension. *Grande Entrée Que:* Les Entreprises de l'Est Ltée, landing extension. *Grande Rivière Que:* Marcel Cauvier & J E Keays, wharf repairs. *Grande Vallée Que:* Charles Vereault, extension to East jetty. *Grindstone (Cap aux Meules) Que:* Eastern Entreprises Ltd, construction of garage & addition & alterations to public bldg. *L'Ascension Que:* Alphonse Montminy, construction of wharf. *Mont Louis Que:* Capt Edgar Jourdain, extension to wharf. *Montreal Que:* Meco Electric Inc, installation of fluorescent lighting & other changes, phase II, Customs Bldg, 105 McGill St. *Pointe Jaune Que:* Athanase Tapp, hauling plant & slipway. *Rimouski Que:* Rimouski Ready-Mix Inc, extension to protection wall. *Roberval Que:* Capt Edgar Jourdain, extension to breakwater. *Ruisseau Leblanc*

Que: Bert Dimock, landing enlargement. *St Roch des Aulnaies Que:* Alphonse Montminy, reconstruction of wharf. *Trois Pistoles Que:* Alphonse Montminy, improvements to wharf. *Arnprior Ont:* M Sullivan & Son Ltd, road grading & paving, Civil Defence College. *Burlington Channel Ont:* J P Porter Co Ltd, *dredging. *Fort William (Mission River) Ont:* McNamara Construction Co Ltd, *dredging. *Gore Bay Ont:* Stewart Clarke, construction of freight shed. *Hamilton Ont:* J P Porter Co Ltd, *dredging. *Little Current Ont:* McNamara Construction Co Ltd, *dredging. *Midland (Tiffin) Ont:* Consolidated Dredging Ltd, *dredging. *Ottawa Ont:* Thomas Fuller Construction Co Ltd, alterations to monkey pens, Virus Laboratory. *Port Arthur Ont:* McNamara Construction Co Ltd, *dredging. *St Williams Ont:* Dean Construction Co Ltd, wharf repairs. *Melfort Sask:* Myers Construction Co Ltd, construction of staff boarding house, Experimental Station. *Edmonton Alta:* Wilson & Wilson Ltd, installation of new foundations for certain bldgs, Charles Camsell Indian Hospital. *Agassiz B C:* T & E Construction, construction of residence for superintendent, Experimental Farm. *Harrison River B C:* Fraser River Dredging Co Ltd, *dredging. *New Westminster B C:* Bennett & White Construction Co Ltd, addition to public bldg; Star Shipyards (Mercer's) Ltd, *construction of eight wooden pontoons for Dredge "PWD No 322"; John Manly Ltd, *construction of steel dredge tender for dredge "PWD No 322". *Port Alberni B C:* Raynor & Bracht Ltd, placement of fill & gravel, Assembly wharf. *Port Hardy B C:* Horie & Tynan Construction Ltd, construction of floats & approach. *Port Hope B C:* Scuffler Dredge Co Ltd, *dredging in Fraser River. *Skidegate B C:* McKenzie Barge & Derrick Co Ltd, *dredging. *Squamish B C:* Vancouver Pile Driving & Contracting Co, wharf repairs & float extension (boat harbour). *Tahsis B C:* West Coast Ventures Ltd, construction of seaplane landing. *Trail B C:* Fame Brick Construction Ltd, construction of public bldg. *Vancouver B C:* Allan & Viner Construction Ltd, alterations to federal bldg & examining warehouse; West Coast Salvage & Contracting Co Ltd, *construction of two wooden service scows for dredge "PWD No 322"; Western Bridge & Steel Fabricators Ltd, *construction of welded steel pontoons & spare parts for Dredge "PWD No 322"; Allied Builders Ltd, *construction of steel hull to replace that of Launch "Esquimalt".

Department of Transport

Cape Pine Nfld: S J Clark, construction of dwellings & fog alarm bldg. *Gander Nfld:* Canadian Comstock Co Ltd, airport lighting. *Stephenville Nfld:* Terminal Construction Co Ltd, additional airport development; Terminal Construction Co Ltd, construction of concrete bridge. *Wesleyville Nfld:* Gulf Maritime Construction Ltd, construction of radio beacon bldg, etc. *St Peters Canal N S:* T C Gorman (N S) Ltd, rehabilitation of wharf, etc. *Sydney N S:* Accurate Electric, construction of airport lighting facilities. *Fredericton N B:* Diamond Construction Co Ltd, additional airport development. *Dorval Que:* The Highway Paving Co Ltd, construction of entrance road; Canamont Construction Co, construction of Terminal bldg. *Mont Joli Que:* Michaud & Simard Inc, additional airport development. *Almonte Ont:* Howard R Davey, construction of monitoring station. *Fort William Ont:* North West Electric Co Ltd, construction of airport lighting. *London Ont:* Accurate Electric, construction of airport lighting. *Peterborough Ont:* The Canadian Bridge Co Ltd, construction of swing bridge on Warsaw Road. *Timmins Ont:* Standard Paving Ltd, additional airport development. *Windsor Ont:* Roy Beattie Construction, construction of airport lighting. *Winnipeg Man:* Canadian Comstock Co Ltd, construction of airport lighting. *Saskatoon Sask:* Wirtanen Electric Co Ltd, construction of approach lighting. *Cowley Alta:* Lethbridge Construction Co Ltd, construction of dwelling & garage. *Prince George B C:* Prince George Construction Co, construction of addition to Administration Bldg. *Sand Heads, Fraser River B C:* Fraser River Pile Driving Co Ltd, construction of lighthouse pier. *Smithers B C:* Dawson, Wade & Co Ltd, additional airport development. *Yellowknife N W T:* Wirtanen Electric Co Ltd, construction of airport lighting.

Net general expenditure of provincial governments reached all-time high levels in the year ending March 31, 1955, a preliminary analysis by the Dominion Bureau of Statistics showed. All principal expenditure items were larger in 1954-55 than in the preceding year: on transportation, health, social welfare, education, natural resources and contributions to municipalities.

Working Conditions of Plant Employees in Manufacturing

Most recent survey of working conditions indicates continued spreading of three-week vacations and five-day, 40-hour work week in Canadian manufacturing. Other working conditions showed little change in year

Further evidence of the spread of three-week vacations and the five-day, 40-hour week in Canadian manufacturing industries was provided by the survey of working conditions conducted in April 1955. Other working conditions covered by the survey, however, underwent little change from a year earlier.

The proportion of non-office employees in plants having a weekly schedule of 40 hours or less was almost 58 per cent in 1955, compared with 53 per cent at the time of the 1954 survey. The accompanying table indicates that this shift was largely due to changes from weekly schedules of between 41 and 45 hours to the 40-hour week. The proportion of employees on a work week longer than 45 hours changed very little during the year. The proportion on a five-day week was somewhat higher in 1955 than in 1954.

A paid vacation of three weeks after 15 years' service has become the policy in plants employing four out of every nine workers covered by the survey. In 1951, plants employing an almost identical proportion of the workers had a three-week vacation policy but only one in five were granted a vacation of this length after 15 years, the more common service stipulation being 20 or more years.

In 1955, almost 7 per cent of the employees were in establishments granting four weeks.

Paid statutory holiday practice was not significantly different in 1955 from that of a year earlier. A somewhat larger proportion of employees were in plants where eight paid holidays were provided; 56 per cent of the workers now receive at least eight paid holidays, compared with 52 per cent in 1954.

The survey revealed no marked changes in practice governing overtime and shift differentials, although the proportion of employees in plants where extra shifts were scheduled, either regularly or occasionally, was higher than in previous years. Similarly, changes in the extent of pension plans, group life insurance and sickness and accident benefit plans were negligible, although a significant increase in the provision of physicians' services was shown.

For the first time, the survey sought information this year on the frequency of pay days and on pay methods. The predominant practice for plant employees, as the table shows, was a weekly pay cheque.

Procedures Followed in Annual Survey of Working Conditions

The annual survey of working conditions conducted by the Department in April of each year covers an average of 6,500 manufacturing establishments, most of which have 15 or more employees. In 1955, non-office employees in reporting plants totalled 765,000, which with 196,000 office employees represents almost three-quarters of the total employed in manufacturing. Almost 90 per cent of the plants to which questionnaires were sent submitted returns. Breakdowns by industry and by province of the information contained in the accompanying table will be available in tabular form shortly. They may be obtained on request to the Economics and Research Branch, Department of Labour. Future issues of the LABOUR GAZETTE will contain more detailed analyses of some of the topics covered in the present article.

SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	April 1, 1955	April 1, 1954	April 1, 1953	October 1, 1951
Standard Weekly Hours—				
40 and under	57·9	52·8	43·3	35·8
Over 40 and under 44	11·5	13·9	15·3	13·4
44	6·8	7·7	10·1	11·5
45	11·2	12·5	15·4	16·7
Over 45 and under 48	1·8	1·7	2·0	2·3
48	7·1	7·2	9·6	14·4
Over 48	3·7	4·2	4·3	5·9
Employees on a 5-day week (1)	83·9	82·5	78·5	69·7
Vacations with Pay—				
Employees in establishments reporting one week or more with pay after 1 year or less	99·7	99·2	99·3	99·1
Employees in establishments reporting two weeks with pay	92·4	92·0	92·6	89·2
Two weeks with pay				
After: 1 year or less	15·6	15·5	14·9	14·2
2 years	11·4	10·3	9·6	9·3
3 years	27·0	25·5	22·5	16·2
5 years	34·7	35·2	40·4	46·2
Other	3·7	5·5	5·2	3·3
Employees in establishments reporting three weeks with pay	60·0	53·6	50·8	45·5
Three weeks with pay				
After: less than 15 years	3·2	2·0	1·4	1·1
15 years	43·7	36·9	28·8	19·5
20 years	6·4	6·9	10·9	12·1
Other	6·7	7·8	9·7	12·8
Employees in establishments reporting four weeks with pay	6·8	5·0	4·0	2·3
Four weeks with pay				
After: 25 years	5·8	4·1	3·3	2·0
Other	1·0	·9	·7	·3
Paid Statutory Holidays—				
Employees in establishments reporting paid statutory holidays	94·4	93·6	94·7	89·3
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 5	14·3	17·2	17·0	19·4
6	12·6	13·1	14·5	15·5
7	11·2	11·3	12·6	9·9
8	47·3	43·4	41·4	37·8
More than 8	9·0	8·6	9·2	6·7
Premium Rates—				
Employees in establishments where time and one-half is paid after daily or weekly hours	88·6	.....	92·2	90·2
Shift Differentials—				
Employees in establishments where shift work is performed	78·0(2)	.....	71·0	65·2
Employees in establishments where shift differentials are paid	68 6	.....	66·2	....
Pension and Insurance Plans—				
Employees in establishments reporting:				
Pension plan	61·1	59·3	.....	51·9(3)
Group life insurance	85·6	83·4	.....	.....
Hospitalization plan	86·5	86·5	.....	.....
Surgical benefits	86·2	82·4	.....	.....
Physicians' services in hospital	70·4	64·8	.....	.....
Physicians' home and office calls	45·8	41·5	.....	.....
Insurance plan providing cash compensation for wage loss due to illness	74·7	73·9	.....	.....
Pay Practice—				
Employees in establishments reporting pay day—				
Weekly	69·4	.....	.....	.....
Every two weeks	20·7	.....	.....	.....
Twice per month	8·0	.....	.....	.....
Methods of Payment—				
Employees in establishments reporting payment by—				
Cheque	58·9	.....	.....	.....
Cash	39·1	.....	.....	.....

(1) Includes a small number of employees of establishments reporting alternate schedules of 5 and 5½ days.
(2) Establishments accounting for 63 per cent of the employees reported regular shift work; in those employing 15 per cent, shifts were worked occasionally.
(3) Estimated.

Strikes and Lockouts

Canada, August 1955*

Declines occurred during August in the number of existing strikes and lockouts, in the number of workers involved and in the time loss, compared with the previous month. About half the idleness in August was caused by a dispute involving 1,940 aircraft factory workers at Downsview (Toronto), Ont.

The question of increased wages was a factor in 17 of the 25 disputes in existence during August. Of the other stoppages, four arose over union questions, three over reduced wages and one over the dismissal of a worker.

Preliminary figures for August 1955 show a total of 25 strikes and lockouts, involving 6,442 workers, with a time loss of 92,525 man-days, compared with 32 strikes and lockouts during July 1955, with 10,913 workers involved and a loss of 96,335 days. In August 1954 there were 20 strikes and lockouts, 3,959 workers involved and a loss of 48,210 days.

For the first eight months of 1955 preliminary figures show a total of 106 strikes and lockouts, involving 31,905 workers, with a time loss of 554,848 man-days. In the same period in 1954 there were 122 strikes and lockouts, 31,490 workers involved and a loss of 469,911 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August 1955 was 0·11 per cent of the estimated working time; July 1955, 0·12 per cent; August 1954, 0·06 per cent; the first eight months of 1955, 0·08 per cent; and the first eight months of 1954, 0·07 per cent.

Of the 25 stoppages in existence during August, three were settled in favour of the workers, three were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 16 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in June 1955 was 146 and 16 were still in progress from the previous month, making a total of 162 during the month. In all stoppages of work in progress, 98,500 workers were involved and a time loss of 1,327,000 days caused.

Of the 146 disputes leading to stoppages of work that began in June, seven, directly involving 1,600 workers, arose over demands for advances in wages, and 72, directly involving 5,600 workers, over other wage questions; one, directly involving 100 workers, over questions as to working hours; 10, directly involving 800 workers, over questions respecting the employment of particular classes or persons; 54, directly involving 3,300 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principle.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for April 1955 reported a total of 383 industrial disputes resulting in work stoppages for the first quarter of 1955, involving 108,387 workers, with a time loss of 185,615 working days.

United States

Preliminary figures for July 1955 show 425 work stoppages resulting from labour-management disputes beginning in the month, involving 750,000 workers. The time loss for all work stoppages in progress during the month was 3,200,000 man-days. Corresponding figures for June 1955 were 500 stoppages involving 500,000 workers and a loss of 3,400,000 days.

*See Tables G-1 and G-2 at back of book.

Prices and the Cost of Living*

Consumer Price Index, September 1, 1955

The consumer price index rose 0·3 per cent, from 116·4 to 116·8, between August 1 and September 1, the third monthly increase in a row. The rise brought the index up to the same level as a year earlier.

The change was largely attributable to higher food costs, although two other components were fractionally higher.

The change in the food index, from 112·4 to 113·7, resulted from higher prices for coffee, butter, margarine, eggs, most items of beef, and all cuts of fresh and cured pork. Almost all fresh and canned fruits and vegetables registered lower prices.

The shelter series moved from 129·8 to 130·0 under the influence of fractional advances in both the rent and home-ownership components.

Clothing remained unchanged at 107·8, a few slight increases and decreases balancing each other.

Household operation remained practically unchanged, moving from 115·8 to 115·9, largely as a result of seasonally higher prices for coal.

A further decline in the price of automobiles, which outweighed advances in automobile maintenance, accounted for the change in other commodities and services from 118·0 to 117·9.

The index one year earlier (September 1, 1954) was also 116·8. Group indexes on that date were: food 113·8, shelter 127·2, clothing 109·5, household operation 117·2, and other commodities and services 117·6.

City Consumer Price Indexes, August 1955

Between July 2 and August 1, 1955, consumer price indexes for nine regional cities showed advances ranging from 0·1 per cent in Montreal to 1·2 per cent in St. John's. The index for Toronto declined 0·2 per cent over the month.

Food indexes were higher in all cities except Toronto, the decreases of 0·7 of a point in that city contrasting with increases ranging from 0·2 of a point in Montreal to 2·6 points in Saskatoon-Regina.

The shelter index was slightly higher in three cities and unchanged in the other seven.

The few changes in clothing prices resulted in slightly lower indexes in three cities; six were unchanged and one was slightly higher.

Changes in household operation indexes were small, the slight increase resulting from higher prices for household supplies.

Increased hospital service rates in St. John's and higher transit fares in Winnipeg were reflected in higher other commodities and services indexes in those two cities.

Regional consumer price index point changes between July 2 and August 1 were as follows: St. John's +1·3 to 195·8†; Saskatoon-Regina +0·8 to 115·1; Winnipeg +0·6 to 116·1; Saint John +0·5 to 117·8; Edmonton-Calgary +0·5 to 114·6; Halifax +0·4 to 115·1; Ottawa +0·3 to 117·3; Vancouver +0·3 to 116·8; Montreal +0·1 to 116·8; Toronto —0·2 to 118·5.

Wholesale Prices, August 1955

Canada's general wholesale price index advanced 0·5 per cent to 219·6 from 218·4 between July and August. Five of the eight major component groups advanced, two declined and one remained unchanged.

The largest increase was shown by the iron and its products index, which rose 3·9 per cent to 226·0, with all sub-groups contributing to the advance. A substantial increase in copper, accompanied by lesser increases in aluminum sheet, silver, gold, solder and tin, moved the non-ferrous metals group index up 2·1 per cent to 118·8. Animal products advanced 0·3 per cent to 228·6.

Wood, wood products and paper moved up 0·3 per cent to 296·0 in response to higher prices for cedar lumber and shingles, spruce lumber and hardwoods. A slightly higher rate for the United States dollar in terms of Canadian funds caused increases in newsprint and woodpulp. An increase in industrial gases outweighed a decrease in shellac to put chemicals and allied products up 0·1 per cent to 176·5.

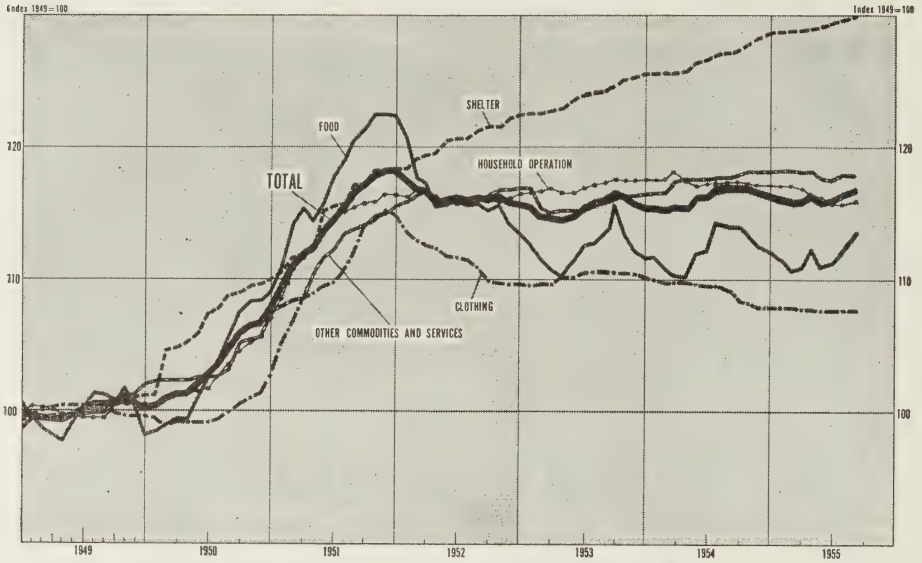
Vegetable products dropped 1 per cent to 193·9, largely due to a decrease in potato prices. Fibres, textiles and textile products declined 0·4 per cent to 226·0 when decreases in cotton fabrics, worsted and woollen cloth, domestic and imported raw wool, and raw cotton outweighed an increase in cotton yarns. Non-metallic minerals stood unchanged at 173·7.

Canadian farm product prices at terminal markets receded 2·4 per cent to 204·8 from 209·8 in July. Field products dropped 6·5 per cent to 159·0 from 170·0,

*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



largely due to substantial decreases in potato prices. Animal products moved up 0·4 per cent to 250·6 from 249·5.

Residential building material prices advanced 0·5 per cent to 285·5 from 284·2. Lumber, steel pipe, wire nails and metal weatherstripping were up, while shellac showed a small price decrease. Non-residential building material prices rose 1·6 per cent to 124·2 from 122·3, mainly due to increases in steel and other metal items including steel pipe and wire nails. Lumber and roofing materials also showed small increases.

U.S. Consumer Price Index, August 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, dropped 0·2 per cent between mid-July and mid-August after two successive rises. The food index dropped substantially but house furnishings prices were also lower.

At mid-August, the index stood at 114·5 (1947-49=100); at mid-July it was 114·7. The August 1955 reading was 0·4 per cent lower than that of August last year.

U.K. Index of Retail Prices, June 1955

The index of retail prices compiled by the British Ministry of Labour rose from 110·6 to 112·9 (Jan. 1952=100) between mid-May and mid-June. In mid-June 1954 it stood at 107·3.

U.K. Index of Retail Prices, July 1955

The British index rose, for the second successive month, between mid-June and mid-July to reach a level of 113·3. A year earlier the index stood at 109·1 and at the beginning of 1955, at 110·2.

Report of Board

(Continued from page 1163)

5-day week for the announcers, if scheduling arrangements satisfactory to both the company and the union can be made.

(c) Subject to the approval of the company and the union, the caretaker will be assigned a 5-day work week.

5. Except as hereinabove provided, the terms and conditions of the agreement between the parties dated February 1, 1954, shall be continued in the new agreement.

All of which is respectfully submitted.

(Sgd.) Eric G. Taylor,
Chairman.

(Sgd.) Harold Daly,
Member.

(Sgd.) Miller Stewart,
Member.

Dated at Toronto, Ontario, this 16th day of July 1955.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give number (numeral) of the publication desired and the month in which it was listed in THE LABOUR GAZETTE.

List No. 86.

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15. **Shroff, Aloo Dinshaw.** *The Conciliation and Arbitration of Industrial Disputes in India.* (Special reference to Bombay Province). Bombay, Popular Book Depot, 1953. Pp. 270.

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Comprehensive and Universal Health Plan Called for in Joint Brief by Ontario TLC and CCL Federations

Ontario's two central labour bodies asked, in a joint brief submitted at the end of September, for a "comprehensive and universal health plan".

The Ontario Provincial Federation of Labour (TLC) and the Ontario Federation of Labour (CCL), representing approximately 400,000 workers, submitted a joint brief to Premier Frost dealing mainly with health insurance and also with unemployment assistance.

It was the first time the two labour groups had approached the Ontario Government together.

The brief said premiums paid by persons covered in various forms of private health plans would be more than adequate to prepay every conceivable health cost—if the insurance coverage were universal and operated by the various governments rather than by a multitude of competing carriers.

"The only useful alternative," the brief said, "to the present inadequate, costly and makeshift system of health services is a comprehensive and universal health plan."

Statistics showed, the brief said, that even with all the existing health schemes in force in Ontario, there are still 1,500,000 persons ineligible for hospital benefits, 2,000,000 ineligible for surgical benefits, and 3,750,000 ineligible for medical benefits.

In reference to unemployment assistance the joint brief said it was entirely possible that the need for additional assistance to the unemployed this winter will be at least as great as last winter.

Fatal Industrial Accidents

(Continued from page 1151)

An analysis of the causes of these 322 fatalities shows that 81 (25 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest number of deaths was caused by automobiles and trucks (22), aircraft (19), tractors, loadmobiles, etc. (18), and watercraft (13). In the classification "struck by tools or machinery, moving vehicles and other objects," 69 (21 per cent) deaths were recorded; of these, 37 were in the category "other objects", 25 involved moving vehicles and seven as a result of accidents involving tools, machinery, etc. "Falls and slips" were responsible for 64 fatalities during the period; 60 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 93. In Quebec there were 71 and in British Columbia 52.

During the quarter under review, there were 71 fatalities in April, 129 in May and 122 in June.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 23, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,738	116	431	1,634	2,069	1,021	467
Agricultural	992	*	64	217	276	397	34
Non-Agricultural	4,746	112	367	1,417	1,793	624	433
Males	4,456	97	343	1,268	1,560	828	360
Agricultural	939	*	59	212	254	380	30
Non-Agricultural	3,517	93	284	1,056	1,306	448	330
Females	1,282	19	88	366	509	193	107
Agricultural	53	*	*	*	22	17	*
Non-Agricultural	1,229	19	83	361	487	176	103
All Ages	5,738	116	431	1,634	2,069	1,021	467
14—19 years	698	18	53	231	233	117	46
20—24 years	748	19	54	242	251	136	46
25—44 years	2,583	53	186	735	935	456	218
45—64 years	1,500	23	116	384	570	270	137
65 years and over	209	*	22	42	80	42	20
Persons with Jobs							
All status groups	5,588	111	413	1,567	2,033	1,006	458
Males	4,335	93	327	1,214	1,531	817	353
Females	1,253	18	86	353	502	189	105
Agricultural	989	*	64	216	276	396	33
Non-Agricultural	4,599	107	349	1,351	1,757	610	425
Paid Workers	4,226	92	309	1,223	1,647	569	386
Males	3,106	75	238	902	1,193	407	291
Females	1,120	17	71	321	454	162	95
Persons Without Jobs and Seeking Work							
Both Sexes	150	*	18	67	36	15	*
Persons not in the Labour Force							
Both Sexes	4,805	137	432	1,342	1,579	874	441
Males	797	34	79	198	245	147	94
Females	4,008	103	353	1,144	1,334	727	347

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 23, 1955		Week Ended June 18, 1955		Week Ended July 24, 1954	
	Total	Seeking Full-Time Work[1]	Total	Seeking Full-Time Work[1]	Total	Seeking Full-Time Work[1]
Total looking for work	165	153	175	162	188	173
Without Jobs	150	140	157	147	172	161
Under 1 month	54	—	54	—	62	—
1— 3 months	47	—	44	—	57	—
4— 6 months	19	—	27	—	25	—
7—12 months	18	—	23	—	22	—
13—18 months	*	—	*	—	*	—
19 and over	*	—	*	—	*	—
Worked	15	13	18	15	16	12
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	12	*	11	*

[1] To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.
* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1954—1st Six Months	1,959	15,412	47,101	14,702	6,591	85,765	22,931*
1955—1st Six Months	1,853	11,488	30,949	8,218	5,909	58,417	31,994*

* These totals include all age groups.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1954 1st Six Months	4,970	3,704	1,206	1,608	6,432	7,820	474	15,077	6,740	414	48,445
1955 1st Six Months	4,112	2,878	697	1,086	4,604	4,986	283	8,814	4,587	206	32,259

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

——	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—June	72	325	70	264	242	36	1,009
July	77	324	77	266	237	36	1,017
August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013
May	69	340	72	273	258	37	1,049
June	77	346	86	279	265	38	1,091

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,599,156.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (D.B.S.)

Year and Month	Industrial Composite [1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57·30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1, 1955	105·7	150·0	141·2	60.68	106·5	154·2	143·9	63.28
May 1, 1955	107·4	153·1	141·9	60.96	107·3	156·6	145·1	63.81
June 1, 1955	111·7	158·8	141·4	60.76	109·3	158·9	144·5	63.54
July 1, 1955	115·0	163·7	141·7	60.87	111·4	161·2	143·9	63.28

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954
(a) Provinces						
Newfoundland	136·1	129·7	134·9	55.41	53.22	54.79
Prince Edward Island	120·6	117·4	115·1	46.27	47.11	44.58
Nova Scotia	98·0	96·5	99·2	51.01	50.63	49.77
New Brunswick	105·7	100·4	97·8	51.23	51.41	50.08
Quebec	114·0	110·6	110·6	57.92	57.93	56.09
Ontario	115·4	113·0	112·2	63.45	63.61	61.34
Manitoba	107·5	104·8	106·2	58.40	58.05	56.63
Saskatchewan	122·2	117·4	123·0	58.18	57.85	56.10
Alberta	137·0	129·8	130·9	62.25	61.26	59.90
British Columbia	114·4	110·4	109·2	66.60	65.90	65.40
Canada	115·0	111·7	111·7	60.87	60.76	58.98
(b) Metropolitan Areas						
St. John's	118·2	112·6	115·8	45.35	44.80	43.25
Sydney	91·9	92·5	93·9	61.15	61.32	60.82
Halifax	110·4	108·5	111·9	50.04	49.61	47.27
Saint John	102·1	99·3	98·3	50.55	51.48	47.54
Quebec	108·5	107·5	113·8	50.37	50.96	47.49
Sherbrooke	103·3	103·5	99·3	48.73	49.70	46.04
Three Rivers	109·6	105·9	107·5	58.56	57.08	56.59
Drummondville	74·4	74·8	67·2	52.03	52.12	51.06
Montreal	114·0	113·0	111·5	59.23	59.21	57.00
Ottawa—Hull	115·5	113·9	112·1	56.18	55.91	54.65
Peterborough	96·0	95·0	97·3	64.07	63.58	62.01
Oshawa	162·3	161·1	139·2	67.11	70.54	63.86
Niagara Falls	124·7	122·4	145·3	67.14	66.75	68.26
St. Catharines	118·0	116·1	109·7	70.42	71.20	67.06
Toronto	121·6	120·7	120·9	64.85	64.33	62.61
Hamilton	107·0	104·9	104·2	65.70	65.50	63.55
Brantford	83·0	83·5	85·0	60.11	60.28	58.88
Galt	98·4	97·4	98·8	55.46	54.40	54.47
Kitchener	105·1	103·6	103·7	60.58	59.59	56.98
Sudbury	132·9	129·3	137·0	74.58	74.33	71.98
London	115·2	113·4	112·7	59.25	58.96	56.24
Sarnia	122·2	122·5	123·0	75.81	73.98	75.67
Windsor	110·4	107·4	97·1	67.08	75.68	67.78
Sault Ste. Marie	121·0	116·8	109·3	71.28	70.96	67.65
Ft. William—Pt. Arthur	111·8	109·3	108·6	63.14	64.18	60.97
Winnipeg	105·7	104·3	104·6	55.96	55.60	53.77
Regina	118·3	117·3	124·6	55.76	55.28	54.74
Saskatoon	121·4	118·4	126·6	54.98	54.39	52.21
Edmonton	161·2	156·2	148·1	61.11	59.94	58.00
Calgary	144·0	139·1	133·3	59.94	58.87	58.39
Vancouver	109·5	106·4	103·2	64.15	63.34	62.18
Victoria	116·9	115·0	111·0	60.13	59.44	58.64

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954
Mining	**115·3**	**111·9**	**111·5**	**72.93**	**72.06**	**70.03**
Metal mining	119·0	116·5	114·7	76.26	75.04	73.90
Gold	82·9	82·0	83·8	68.70	68.46	68.09
Other metal	152·8	148·8	143·6	80.09	78.42	77.06
Fuels	101·5	99·5	98·0	70.85	69.04	66.77
Coal	68·2	68·3	74·1	59.28	59.66	58.88
Oil and natural gas	211·6	202·4	177·4	83.17	79.50	77.68
Non-metal	141·3	129·0	139·1	64.76	67.05	62.62
Manufacturing	**111·4**	**109·3**	**108·8**	**63.28**	**63.54**	**60.99**
Food and beverages	112·5	103·9	110·5	56.47	57.15	54.48
Meat products	121·9	118·0	117·1	66.76	67.13	64.40
Canned and preserved fruits and vegetables	117·7	75·6	109·2	46.78	50.27	43.91
Grain mill products	107·6	106·6	105·9	60.19	60.89	60.15
Bread and other bakery products	109·2	107·2	106·8	54.33	53.63	54.03
Biscuits and crackers	101·4	94·0	100·3	47.35	46.94	44.24
Distilled and malt liquors	108·1	102·9	108·5	72.78	71.94	69.06
Tobacco and tobacco products	80·3	79·5	77·9	65.37	64.50	61.49
Rubber products	109·7	107·8	101·9	65.36	65.16	62.37
Leather products	84·0	84·5	87·8	43.20	42.83	40.93
Boots and shoes (except rubber)	86·6	87·4	90·5	40.68	40.37	38.81
Textile products (except clothing)	85·6	85·0	79·6	52.02	51.42	50.15
Cotton yarn and broad woven goods	86·7	85·9	79·9	49.58	47.84	46.61
Woollen goods	70·8	69·3	65·4	50.05	49.70	49.84
Synthetic textiles and silk	87·6	87·3	79·8	57.40	57.83	55.68
Clothing (textile and fur)	90·1	89·8	89·0	40.11	40.55	38.92
Men's clothing	96·1	96·0	94·6	38.98	38.86	37.74
Women's clothing	87·7	89·0	87·5	39.69	40.80	38.49
Knit goods	77·9	76·9	79·0	41.60	42.44	40.65
Wood products	112·0	107·4	105·7	55.45	55.32	54.04
Saw and planing mills	118·2	112·5	110·2	57.17	57.05	56.03
Furniture	104·6	102·1	101·2	52.68	52.58	50.89
Other wood products	97·5	94·0	93·2	51.40	51.37	49.59
Paper products	121·0	118·0	119·2	75.06	74.30	72.38
Pulp and paper mills	124·8	122·1	123·3	80.26	79.19	77.59
Other paper products	111·6	107·7	109·0	60.81	60.76	57.98
Printing, publishing and allied industries	112·1	111·3	109·7	68.37	68.44	65.36
Iron and steel products	102·7	102·2	102·1	70.47	69.91	67.63
Agricultural implements	62·3	70·5	76·6	69.10	69.49	68.13
Fabricated and structural steel	130·9	126·9	133·4	73.27	73.71	74.04
Hardware and tools	103·2	101·3	99·2	66.32	65.62	62.84
Heating and cooking appliances	90·8	98·2	97·1	61.99	61.07	59.67
Iron castings	94·7	93·2	88·6	69.68	69.68	66.33
Machinery mfg.	108·1	107·3	108·7	68.43	68.04	66.73
Primary iron and steel	112·5	109·4	97·7	76.20	75.48	71.87
Sheet metal products	109·1	105·7	109·7	69.60	66.98	66.88
Transportation equipment	137·7	138·5	136·3	69.74	72.38	67.81
Aircraft and parts	331·8	333·2	354·5	74.41	73.94	72.67
Motor vehicles	140·2	140·9	107·6	72.29	83.05	71.42
Motor vehicle parts and accessories	125·8	125·0	103·5	70.40	72.13	65.15
Railroad and rolling stock equipment	81·9	83·0	97·0	63.48	63.58	63.87
Shipbuilding and repairing	138·0	140·1	158·8	65.92	64.55	64.29
Non-ferrous metal products	126·0	123·7	116·5	72.75	71.75	69.18
Aluminum products	128·5	125·3	119·3	67.74	67.15	65.89
Brass and copper products	106·2	104·7	101·9	69.77	68.92	64.75
Smelting and refining	151·0	147·4	133·4	78.40	77.20	75.41
Electrical apparatus and supplies	135·1	133·1	130·5	68.58	68.31	66.41
Non-metallic mineral products	126·6	122·5	119·4	66.30	66.56	63.65
Clay products	111·4	109·5	106·1	63.00	62.77	61.35
Glass and glass products	130·6	123·8	122·2	63.73	65.01	61.01
Products of petroleum and coal	128·2	125·1	124·0	89.49	90.54	84.50
Chemical products	121·3	122·4	123·2	70.02	69.54	66.80
Medicinal and pharmaceutical preparations	111·4	110·0	108·4	64.20	64.14	61.98
Acids alkalis and salts	128·5	126·1	121·1	77.60	78.53	74.49
Miscellaneous manufacturing industries	102·3	101·0	104·0	54.78	54.60	53.44
Construction	**124·0**	**115·2**	**118·0**	**61.33**	**60.47**	**61.41**
Buildings and structures	124·7	116·4	121·8	65.71	64.95	66.33
Building	125·7	117·4	109·0	64.68	63.93	60.88
Engineering work	119·8	111·7	138·4	70.50	69.72	73.65
Highways, bridges and streets	122·8	113·2	112·2	54.25	53.13	53.00
Service	**118·4**	**113·7**	**117·0**	**40.30**	**40.68**	**38.50**
Hotels and restaurants	115·4	108·7	115·3	34.68	35.20	33.08
Laundries and dry cleaning plants	108·3	106·5	106·9	38.14	38.08	37.15
Industrial composite	**115·0**	**111·7**	**111·7**	**60.87**	**60.76**	**58.98**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1955	June 1, 1955	July 1, 1954	July 1, 1955	June 1, 1955	July 1, 1954
Newfoundland	42·0	41·0	42·8	134·3	135·6	131·5
Nova Scotia	41·5	40·9	41·0	126·7	128·0	123·3
New Brunswick	42·7	41·7	42·9	127·1	127·9	122·4
Quebec	41·6	41·9	41·0	131·0	130·3	129·1
Ontario	40·7	40·9	40·4	152·2	153·7	148·3
Manitoba	40·3	39·9	40·2	137·9	138·1	134·8
Saskatchewan	41·3	41·0	40·8	150·5	151·5	144·9
Alberta (1)	40·7	40·2	40·1	152·5	152·7	145·9
British Columbia (2)	38·4	38·2	38·1	172·6	172·6	169·7

(1) Includes Northwest Territories.
(2) Includes Yukon Territory.
NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·4	42·7	42·8	160·0	160·0	156·1	69.44	68.32	66.81
Metal mining	44·5	43·7	44·1	164·9	164·5	160·8	73.38	71.89	70.91
Gold	46·3	46·0	46·0	139·8	139·5	139·1	64.73	64.17	63.99
Other metal	43·5	42·5	43·0	179·1	179·1	174·0	77.91	76.12	74.82
Fuels	41·0	39·8	39·8	154·2	154·0	151·2	63.22	61.29	60.18
Coal	39·6	39·6	39·4	147·0	147·6	146·3	58.21	58.45	57.64
Oil and natural gas	44·5	40·3	41·4	170·0	170·9	166·9	75.65	68.87	69.10
Non-metal	43·2	43·4	42·9	149·7	151·1	144·8	64.67	65.58	62.12
Manufacturing	40·9	41·0	40·5	145·1	145·5	141·6	59.35	59.66	57.35
Food and beverages	41·9	41·5	41·3	123·5	126·7	121·4	51.75	52.58	50.14
Meat products	41·7	41·4	41·4	153·3	154·5	148·6	63.93	63.96	61.52
Canned and preserved fruits and vegetables	42·3	39·8	37·8	97·7	108·6	101·1	41.33	43.22	38.22
Grain mill products	41·3	41·8	42·3	139·4	139·9	138·2	57.57	58.48	58.46
Bread and other bakery products	44·0	44·1	43·7	110·1	109·9	109·7	48.44	48.47	47.94
Distilled and malt liquors	40·8	40·3	40·9	164·7	163·4	156·2	67.20	65.85	63.89
Tobacco and tobacco products	42·6	41·6	40·6	148·2	148·5	143·2	63.13	61.78	58.14
Rubber products	41·6	41·7	40·7	149·5	148·9	146·0	62.19	62.09	59.42
Leather products	38·8	38·6	37·8	102·3	101·4	100·4	39.69	39.14	37.95
Boots and shoes (except rubber)	37·7	37·6	37·1	98·2	97·9	96·7	37.02	36.81	35.88
Textile products (except clothing)	42·2	41·9	41·0	112·9	112·5	110·8	47.64	47.14	45.43
Cotton yarn and broad woven goods	40·8	39·6	38·9	113·9	113·5	111·7	46.47	44.95	43.45
Woollen goods	43·6	43·3	43·1	104·9	104·6	104·3	45.74	45.29	44.95
Synthetic textiles and silk	43·5	44·5	43·0	119·3	118·3	116·1	51.90	52.64	49.92
Clothing (textile and fur)	35·9	36·7	34·6	97·9	97·6	98·8	35.15	35.82	34.18
Men's clothing	35·7	36·0	34·5	96·9	96·5	97·2	34.59	34.74	33.53
Women's clothing	33·5	35·5	31·9	102·4	101·1	103·3	34.30	35.89	32.95
Knit goods	37·6	38·5	36·3	97·2	97·9	99·3	36.55	37.69	36.05
*Wood products	41·7	41·5	41·7	127·9	128·4	125·2	53.33	53.29	52.21
Saw and planing mills	41·3	40·8	41·3	134·6	135·8	132·3	55.59	55.41	54.64
Furniture	41·9	41·9	41·6	117·9	117·7	114·5	49.40	49.32	47.63
Other wood products	43·7	44·0	43·4	111·4	110·5	108·4	48.68	48.62	47.05
Paper products	42·6	42·4	42·8	166·8	165·5	160·8	71.06	70.17	68.82
Pulp and paper mills	42·7	42·5	43·1	178·1	176·3	171·3	76.05	74.93	73.83
Other paper products	42·3	42·0	41·9	132·1	131·4	127·4	55.88	55.19	53.38
Printing, publishing and allied industries	40·3	40·2	40·1	172·3	172·8	165·5	69.44	69.47	66.37
*Iron and steel products	41·6	41·3	41·0	163·2	162·8	158·1	67.89	67.24	64.82
Agricultural implements	39·3	39·7	39·5	167·8	168·2	167·4	65.95	66.78	66.12
Fabricated and structural steel	40·8	40·6	41·6	166·5	168·0	167·7	67.93	68.21	69.76
Hardware and tools	42·1	41·7	41·1	149·1	148·3	143·6	62.77	61.84	59.02
Heating and cooking appliances	41·9	40·8	41·2	140·3	142·6	138·9	58.79	58.18	57.23
Iron castings	41·9	41·8	41·2	160·2	159·7	155·8	67.12	66.75	64.19
Machinery manufacturing	41·9	41·7	41·8	155·8	155·2	152·7	65.28	64.72	63.83
Primary iron and steel	41·2	41·2	40·2	179·1	178·5	171·1	73.79	73.54	68.78
Sheet metal products	42·4	41·0	41·9	158·5	155·0	154·4	67.20	63.55	64.69
*Transportation equipment	39·4	41·1	40·1	167·0	167·4	161·1	65.80	68.80	64.60
Aircraft and parts	40·5	40·6	41·1	172·1	170·8	168·5	69.70	69.34	69.25
Motor vehicles	36·5	43·1	38·5	180·1	180·3	170·2	65.74	77.71	65.53
Motor vehicle parts and accessories	40·5	41·9	38·2	166·1	166·4	158·8	67.27	69.72	60.66
Railroad and rolling stock equipment	39·2	38·9	39·8	159·1	160·3	158·6	62.37	62.36	63.12
Shipbuilding and repairing	41·4	40·8	42·2	157·4	155·4	151·0	65.16	63.40	63.72
*Non-ferrous metal products	41·5	40·9	40·8	166·0	165·3	159·7	68.89	67.61	65.16
Aluminum products	41·5	40·8	40·1	144·6	145·7	146·2	60.01	59.45	58.63
Brass and copper products	42·3	42·1	40·5	155·6	153·7	149·6	65.82	64.71	60.59
Smelting and refining	41·6	40·8	41·3	178·9	178·1	172·0	74.42	72.66	71.04
*Electrical apparatus and supplies	40·7	40·5	40·1	152·4	152·5	151·4	62.03	61.76	60.71
Heavy electrical machinery and equipment	40·8	40·3	40·2	166·8	166·3	167·9	68.05	67.02	67.50
*Non-metallic mineral products	44·0	43·8	43·3	145·1	145·4	141·0	63.84	63.69	61.05
Clay products	44·8	44·6	44·6	135·2	134·3	132·4	60.57	59.90	59.05
Glass and glass products	42·6	43·0	42·3	144·0	145·1	138·2	61.34	62.39	58.46
Products of petroleum and coal	39·8	41·4	41·0	199·1	200·2	187·9	79.24	82.88	77.04
Chemical products	41·7	41·7	41·1	151·0	149·5	146·3	62.97	62.34	60.13
Medicinal and pharmaceutical preparations	41·3	41·0	41·5	123·7	123·7	121·5	51.09	50.72	50.42
Acids, alkalis and salts	42·6	42·8	42·2	171·2	171·2	165·2	72.93	73.27	69.71
Miscellaneous manufacturing industries	40·7	40·6	41·0	119·8	119·0	116·3	48.76	48.31	47.68
*Durable goods	41·0	41·3	40·9	155·7	156·2	151·6	63.84	64.51	62.00
Non-durable goods	40·7	40·7	40·1	133·6	133·8	130·8	54.38	54.46	52.45
Construction	40·4	39·5	41·0	147·7	148·0	147·5	59.67	58.46	60.48
Buildings and structures	39·8	39·1	40·8	159·4	159·4	159·3	63.44	62.33	64.99
Highways, bridges and streets	41·8	40·3	41·4	124·5	124·4	121·8	52.04	50.13	50.43
Electric and motor transportation	45·2	44·8	45·0	143·5	144·2	140·7	64.86	64.60	63.32
Service	40·6	40·4	41·2	85·0	86·0	81·9	34.51	34.74	33.74
Hotels and restaurants	41·0	40·8	41·8	84·1	85·8	80·5	34.48	35.01	33.65
Laundries and dry cleaning plants	40·4	40·6	41·0	82·5	82·2	80·6	33.33	33.37	33.05

*Durable manufactured goods industries.

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TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
June 1, 1954	39·8	142·2	56.60	135·7	116·1	116·9
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955	41·2	143·5	59.12	141·7	116·0	112·2
April 1, 1955	41·1	144·3	59.31	142·2	116·1	122·5
May 1, 1955	41·2	145·4	59.90	143·6	116·4	123·4
June 1, 1955(1)	41·0	145·5	59.66	143·0	115·9	123·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1949	19,940	22,620	42,560	97,684	39,667	137,351
September 1, 1950	29,631	16,558	46,189	97,634	53,969	151,603
September 1, 1951	43,331	15,966	59,297	79,627	47,509	127,136
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955 (1)	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955 (1)	26,320	19,536	45,856	121,945	64,280	186,225

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

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TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 29, 1955 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from June 30, 1955	Change from July 30, 1954
Agriculture, Fishing, Trapping	**1,318**	**1,170**	**2,488**	**— 173**	**+ 769**
Forestry	**2,956**	**12**	**2,968**	**+ 182**	**+ 2,025**
Mining, Quarrying and Oil Wells	**483**	**76**	**559**	**— 83**	**— 155**
Metal Mining	193	18	211	— 70	+ 65
Fuels	97	24	121	— 4	— 54
Non-Metal Mining	138	2	140	— 13	— 192
Quarrying, Clay and Sand Pits	14	2	16	+ 1	— 2
Prospecting	41	30	71	+ 3	+ 28
Manufacturing	**4,190**	**3,610**	**7,800**	**+ 926**	**+ 2,053**
Foods and Beverages	498	452	950	+ 136	— 543
Tobacco and Tobacco Products	4	6	10	— 10	+ 2
Rubber Products	73	41	114	+ 34	+ 69
Leather Products	91	249	340	+ 140	+ 122
Textile Products (except clothing)	108	192	300	+ 28	+ 68
Clothing (textile and fur)	166	1,639	1,805	+ 544	+ 304
Wood Products	658	106	764	+ 143	+ 365
Paper Products	145	99	244	+ 49	+ 146
Printing, Publishing and Allied Industries	112	112	224	— 111	+ 55
Iron and Steel Products	720	143	863	— 3	+ 412
Transportation Equipment	637	75	712	— 114	+ 372
Non-Ferrous Metal Products	276	55	331	+ 27	+ 237
Electrical Apparatus and Supplies	315	177	492	— 18	+ 219
Non-Metallic Mineral Products	125	33	158	+ 30	+ 93
Products of Petroleum and Coal	20	17	37	— 37	+ 22
Chemical Products	172	101	273	— 19	+ 72
Miscellaneous Manufacturing Industries	70	113	183	+ 7	+ 38
Construction	**3,000**	**114**	**3,114**	**+ 280**	**+ 1,192**
General Contractors	2,141	59	2,200	+ 138	+ 897
Special Trade Contractors	859	55	914	+ 142	+ 295
Transportation, Storage and Communication	**1,013**	**305**	**1,318**	**+ 143**	**+ 452**
Transportation	857	152	1,009	+ 128	+ 410
Storage	66	17	83	+ 19	+ 38
Communication	90	136	226	— 4	+ 4
Public Utility Operation	**65**	**59**	**124**	**— 40**	**+ 37**
Trade	**2,407**	**2,399**	**4,806**	**— 108**	**+ 1,469**
Wholesale	857	583	1,440	+ 59	+ 480
Retail	1,550	1,816	3,366	— 167	+ 989
Finance, Insurance and Real Estate	**747**	**801**	**1,548**	**— 123**	**+ 583**
Service	**2,861**	**8,330**	**11,191**	**— 1,912**	**+ 2,040**
Community or Public Service	273	1,153	1,426	— 403	— 144
Government Service	1,105	390	1,495	— 285	+ 154
Recreation Service	180	127	307	— 50	— 105
Business Service	585	442	1,027	+ 143	+ 242
Personal Service	718	6,218	6,936	— 1,317	+ 1,893
GRAND TOTAL	**19,040**	**16,876**	**35,916**	**— 908**	**+ 10,465**

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JULY 28, 1955 [1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,863	728	2,591	3,832	1,373	5,205
Clerical workers	1,209	3,642	4,851	9,361	20,587	29,948
Sales workers	1,565	1,206	2,771	3,824	9,320	13,144
Personal and domestic service workers	877	6,888	7,765	18,695	11,620	30,315
Seamen	28	.....	28	583	2	585
Agriculture and fishing	1,380	789	2,169	1,598	506	2,104
Skilled and semi-skilled workers	8,566	2,362	10,928	55,672	16,525	72,197
Food and kindred products (inc. tobacco)	60	15	75	764	419	1,183
Textiles, clothing, etc.	134	1,680	1,814	2,842	10,503	13,345
Lumber and wood products	3,118	7	3,125	5,866	145	6,011
Pulp, paper (inc. printing)	27	11	38	634	359	993
Leather and leather products	72	165	237	865	911	1,776
Stone, clay and glass products	23	1	24	176	39	215
Metalworking	667	30	697	8,609	1,039	9,648
Electrical	173	81	254	1,330	841	2,171
Transportation equipment	28	.....	28	605	61	666
Mining	156	.....	156	974	.....	974
Construction	1,641	1	1,642	9,391	2	9,393
Transportation (except seamen)	579	13	592	8,926	77	9,003
Communication and public utility	69	.....	69	324	7	331
Trade and service	230	287	517	1,998	1,076	3,074
Other skilled and semi-skilled	1,346	55	1,401	9,122	765	9,887
Foremen	69	16	85	1,345	268	1,613
Apprentices	174	.....	174	1,901	13	1,914
Unskilled workers	2,875	1,050	3,925	39,145	12,741	51,886
Food and tobacco	270	361	631	1,304	2,145	3,449
Lumber and lumber products	348	4	352	4,124	245	4,369
Metalworking	162	27	189	2,794	410	3,204
Construction	1,335	2	1,337	16,073	33	16,106
Other unskilled workers	760	656	1,416	14,850	9,908	24,758
GRAND TOTAL	**18,363**	**16,665**	**35,028**	**132,710**	**72,674**	**205,384**

[1] Preliminary—subject to revision.

* Currrent vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Newfoundland	**362**	**364**	**538**	**5,747**	**6,037**	**4,956**
Corner Brook	67	18	39	1,397	1,507	1,719
Grand Falls	2	1	2	357	398	370
St. John's	293	345	497	3,993	4,132	2,867
Prince Edward Island	**163**	**328**	**496**	**942**	**1,235**	**1,095**
Charlottetown	78	286	166	552	709	653
Summerside	85	42	330	390	526	442
Nova Scotia	**1,376**	**1,698**	**1,099**	**10,028**	**11,095**	**11,861**
Amherst	20	79	8	310	502	461
Bridgewater	23	23	45	311	371	377
Halifax	1,096	1,152	661	3,240	3,772	3,722
Inverness	.....	.....	1	213	188	295
Kentville	102	194	54	508	703	867
Liverpool	27	55	68	154	202	211
New Glasgow	39	47	62	1,538	1,552	1,943
Springhill	5	4	12	147	164	359
Sydney	22	91	137	2,785	2,627	2,642
Truro	29	46	26	389	470	418
Yarmouth	13	7	25	433	544	566
New Brunswick	**884**	**1,333**	**955**	**7,939**	**10,082**	**9,757**
Bathurst	12	13	12	480	668	613
Campbellton	30	29	41	524	850	589
Edmundston	10	42	20	362	530	371
Fredericton	253	447	176	497	694	901
Minto	20	4	13	222	287	509
Moncton	300	274	451	1,810	2,021	2,148
Newcastle	5	1	9	699	967	726
Saint John	201	283	174	2,642	3,116	2,713
St. Stephen	12	121	36	347	435	652
Sussex	33	87	16	103	167	138
Woodstock	8	32	7	253	347	397
Quebec	**10,368**	**9,932**	**6,553**	**63,881**	**70,535**	**81,648**
Asbestos	54	72	28	247	322	219
Beauharnois	56	93	14	281	346	469
Buckingham	10	23	15	240	311	387
Causapscal	329	80	5	723	658	393
Chandler	5	7	.....	165	223	213
Chicoutimi	280	278	76	611	722	923
Dolbeau	121	137	10	309	374	509
Drummondville	70	72	62	916	1,066	1,823
Farnham	59	105	41	475	488	290
Forestville	316	307	2	330	667	370
Gaspé	2	8	6	158	291	193
Granby	13	33	23	1,518	1,024	1,732
Hull	67	57	75	994	1,151	1,084
Joliette	99	109	122	1,137	1,260	1,530
Jonquières	55	73	31	604	752	1,072
Lachute	11	15	12	263	265	299
La Malbaie	2	.....	4	245	302	154
La Tuque	762	516	81	193	257	331
Lévis	179	137	125	1,617	1,844	1,812
Louiseville	47	49	46	476	406	724
Maniwaki	42	36	8	102	177	167
Matane	1	61	25	377	377	564
Mégantic	5	77	46	254	314	378
Mont-Laurier	2	2	9	433	335	603
Montmagny	40	47	16	450	578	645
Montréal	4,663	4,139	3,263	27,212	29,759	36,204
New Richmond	39	55	4	277	409	272
Port-Alfred	28	71	16	243	370	276
Québec	562	656	451	6,610	7,000	5,725
Rimouski	109	51	13	563	716	647
Rivière-du-Loup	121	69	306	653	1,014	1,084
Roberval	15	17	45	287	431	549
Rouyn	118	103	81	897	1,190	1,464
Ste-Agathe	122	88	10	206	243	290
Ste-Anne de Bellevue	82	101	21	351	378	316
Ste-Thérèse	86	89	65	611	597	921
St-Georges Est	161	186	298	515	600	701
St-Hyacinthe	99	229	137	1,160	937	1,406
St-Jean	83	89	76	770	729	1,055
St-Jerôme	38	41	29	446	548	637
St-Joseph d'Alma	103	58	30	486	665	765
Sept-Iles	48	85	34	177	290	120
Shawinigan Falls	36	51	24	1,687	1,668	1,746
Sherbrooke	211	262	143	1,948	2,135	2,698
Sorel	18	31	20	986	1,137	1,332
Thetford Mines	125	72	41	595	697	718
Trois-Rivières	245	263	397	2,062	2,288	2,883

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Quebec—Con.						
Val d'Or	475	581	42	704	766	924
Valleyfield	56	44	33	720	844	1,154
Victoriaville	98	107	92	597	614	877
Ontario	**11,320**	**11,215**	**7,349**	**72,776**	**77,546**	**97,983**
Arnprior	26	11	13	99	108	95
Barrie	213	169	116	675	609	710
Belleville	27	27	38	831	893	759
Bracebridge	227	469	79	159	190	216
Brampton	55	74	25	304	390	245
Brantford	177	168	46	1,539	1,491	2,121
Brockville	19	13	19	252	244	227
Carleton Place	4	7	6	97	103	248
Chatham	408	77	340	848	932	1,356
Cobourg	16	12	2	337	326	389
Collingwood	51	29	31	589	463	717
Cornwall	58	102	205	1,641	1,667	1,551
Fort Erie	28	33	29	241	221	256
Fort Frances	8	9	14	169	208	118
Fort William	162	126	80	703	866	1,069
Galt	54	60	55	543	500	1,174
Gananoque	21	13	5	110	116	127
Goderich	26	23	20	188	201	167
Guelph	107	102	89	1,024	976	1,326
Hamilton	727	653	422	5,080	5,678	8,924
Hawkesbury	13	19	16	192	208	207
Ingersoll	144	26	45	237	257	491
Kapuskasing	28	14	13	261	370	349
Kenora	25	62	12	187	250	141
Kingston	133	125	190	765	818	725
Kirkland Lake	35	67	30	379	448	523
Kitchener	123	124	57	1,893	1,265	2,069
Leamington	16	24	11	522	519	1,099
Lindsay	57	44	44	369	435	612
Listowel	29	31	23	103	134	149
London	564	548	410	2,385	2,433	3,098
Midland	46	36	21	241	249	600
Napanee	7	14	5	219	198	183
New Toronto	196	151	92	1,508	1,522	1,224
Niagara Falls	87	91	52	801	1,008	1,161
North Bay	89	64	88	534	615	646
Oakville	141	125	31	171	221	356
Orillia	50	21	21	326	333	445
Oshawa	121	99	80	1,618	1,713	4,099
Ottawa	888	1,170	815	2,226	2,414	2,548
Owen Sound	95	57	31	809	678	948
Parry Sound	2	13	.....	77	100	104
Pembroke	195	253	71	582	892	689
Perth	36	51	35	130	150	174
Peterborough	64	32	91	1,274	1,356	1,524
Picton	13	2	3	100	86	104
Port Arthur	152	124	105	1,140	1,380	1,307
Port Colborne	19	20	10	301	285	561
Prescott	49	41	18	349	439	405
Renfrew	19	51	13	342	353	285
St. Catharines	198	166	74	1,632	1,828	2,946
St. Thomas	69	56	69	475	511	466
Sarnia	71	162	61	1,022	944	1,225
Sault Ste. Marie	106	78	109	668	862	2,191
Simcoe	86	27	91	456	365	425
Sioux Lookout	11	10	14	83	93	104
Smiths Falls	15	24	21	274	255	238
Stratford	23	59	26	389	400	679
Sturgeon Falls	.....	2	9	364	998	413
Sudbury	171	171	94	950	1,146	1,241
Timmins	119	148	58	867	994	928
Toronto	3,982	3,798	2,294	22,259	24,757	23,115
Trenton	44	47	36	434	578	494
Walkerton	44	36	30	269	292	379
Wallaceburg	9	6	3	220	256	344
Welland	21	24	5	987	1,007	1,551
Weston	194	332	155	1,089	982	892
Windsor	272	345	103	4,645	3,654	11,220
Woodstock	35	48	30	223	313	511
Manitoba	**2,210**	**2,577**	**1,966**	**9,979**	**11,144**	**10,595**
Brandon	244	431	236	470	556	565
Dauphin	27	23	17	230	332	266
Flin Flon	42	45	42	137	178	162
Portage la Prairie	56	53	36	318	389	416
The Pas	4	10	43	51	57	45
Winnipeg	1,837	2,015	1,592	8,773	9,632	9,141

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies[2]			Live Applications		
	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	[1] July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Saskatchewan	**1,286**	**1,314**	**1,763**	**4,616**	**6,180**	**4,009**
Estevan	56	35	35	67	113	82
Moose Jaw	210	239	157	432	584	386
North Battleford	48	33	113	326	395	240
Prince Albert	51	125	50	901	1,324	871
Regina	393	330	433	1,072	1,301	716
Saskatoon	229	387	387	1,081	1,473	1,048
Swift Current	154	60	286	158	219	166
Weyburn	53	43	83	88	110	83
Yorkton	92	62	219	491	661	417
Alberta	**3,140**	**3,208**	**1,845**	**8,776**	**10,846**	**10,726**
Blairmore	24	29	10	160	275	299
Calgary	1,031	1,187	619	2,919	3,461	3,280
Drumheller	24	7	47	293	325	192
Edmonton	1,568	1,483	856	3,724	4,778	4,960
Edson	68	28	43	158	184	258
Lethbridge	212	318	138	654	834	712
Medicine Hat	107	77	55	477	433	462
Red Deer	106	79	42	391	556	535
Yellowknife (Office Closed)	Figures included with Edmonton		35	Figures included with Edmonton		28
British Columbia	**3,919**	**4,164**	**2,462**	**20,700**	**25,876**	**26,223**
Chilliwack	41	73	132	470	670	477
Courtenay	58	29	22	321	538	597
Cranbrook	32	23	14	197	363	218
Dawson Creek	25	30	16	439	503	149
Duncan	72	45	28	214	249	251
Kamloops	142	139	94	287	371	317
Kelowna	26	57	4	276	385	263
Mission City	773	969	469	359	710	502
Nanaimo	62	42	29	566	550	687
Nelson	15	15	38	321	400	462
New Westminster	168	253	197	2,602	3,155	3,302
Penticton	13	20	8	155	215	306
Port Alberni	31	49	9	282	307	220
Prince George	260	202	107	790	966	620
Prince Rupert	244	214	21	300	386	315
Princeton	11	7	3	52	64	65
Trail	17	56	19	278	483	562
Vancouver	1,516	1,449	896	10,122	12,582	14,113
Vernon	35	73	29	213	294	321
Victoria	291	321	205	2,231	2,306	2,234
Whitehorse	87	98	122	225	379	242
Canada	**35,028**	**36,133**	**25,026**	**205,384**	**230,576**	**258,853**
Males	18,363	18,741	12,124	132,710	152,711	181,457
Females	16,665	17,392	12,902	72,674	77,865	77,396

[1] Preliminary subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (7 months)	477,801	294,930	182,871	37,833	118,580	152,022	99,101	70,265
1955 (7 months)	493,455	326,465	166,990	35,908	116,529	175,522	96,537	68,959

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of July 1955			
		Number Commencing Benefit	Number of Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	3·4	737	67,965	(431)	231,699
Prince Edward Island	0·6	190	12,925	(95)	35,663
Nova Scotia	8·0	3,630	164,698	(4,362)	531,139
New Brunswick	6·0	1,829	123,150	(2,202)	388,655
Quebec	44·1	16,467	1,030,635	(28,648)	3,044,874
Ontario	43·7	18,330	994,172	(24,006)	2,992,718
Manitoba	5·5	1,791	126,951	(3,462)	366,511
Saskatchewan	2·9	805	63,738	(1,253)	189,275
Alberta	6·2	1,591	119,189	(2,644)	373,602
British Columbia	12·0	4,620	257,482	(6,865)	793,416
Total, Canada, July 1955	132·4	49,990	2,960,905	(73,968)	8,947,552
Total, Canada, June 1955	170·4	64,865	4,113,157	(86,166)	12,645,439
Total, Canada, July 1954	163·5†	71,203	4,157,128	(76,310)	12,760,098

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JULY 29, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE (DISABILITY CASES *INCLUDED)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									July 30, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Newfoundland	3,571	628	390	337	577	552	422	209	456	3,831
Male	3,270	579	360	305	528	518	382	186	412	3,585
Female	301	49	30	32	49	34	40	23	44	246
Prince Edward Island	612	84	63	77	113	81	54	40	100	690
Male	431	60	48	54	84	50	36	30	69	503
Female	181	24	15	23	29	31	18	10	31	187
Nova Scotia	7,644	1,375	781	1,125	1,350	870	548	323	1,272	8,436
Male	6,307	1,147	677	970	1,109	701	435	245	1,023	7,246
Female	1,337	228	104	155	241	169	113	78	249	1,190
New Brunswick	5,690	978	551	716	1,164	774	541	285	681	7,522
Male	4,386	760	416	560	939	608	422	206	475	6,129
Female	1,304	218	135	156	225	166	119	79	206	1,393
Quebec	48,016	10,517	4,471	5,075	7,560	5,265	4,126	2,810	8,192	61,148
Male	31,035	7,277	2,983	3,184	4,533	3,236	2,675	1,857	5,290	43,167
Female	16,981	3,240	1,488	1,891	3,027	2,029	1,451	953	2,902	17,981
Ontario	47,994	10,505	4,508	5,184	6,998	4,895	3,768	2,680	9,456	74,451
Male	28,894	6,845	2,840	3,014	3,960	2,678	2,073	1,531	5,953	53,996
Female	19,100	3,660	1,668	2,170	3,038	2,217	1,695	1,149	3,503	20,455
Manitoba	6,264	1,454	496	610	873	603	427	332	1,469	7,004
Male	3,683	934	301	358	462	322	251	184	871	4,253
Female	2,581	520	195	252	411	281	176	148	598	2,751
Saskatchewan	2,863	523	233	260	378	311	223	175	760	2,204
Male	1,874	337	143	176	225	188	141	108	556	1,323
Female	989	186	90	84	153	123	82	67	204	881
Alberta	4,961	1,052	367	476	701	551	499	398	917	6,876
Male	3,225	713	226	259	406	333	366	276	646	5,056
Female	1,736	339	141	217	295	218	133	122	271	1,820
British Columbia	12,402	2,717	1,033	1,464	1,758	1,363	925	672	2,470	16,751
Male	7,973	1,892	717	876	1,063	818	560	415	1,632	12,245
Female	4,429	825	316	588	695	545	365	257	838	4,506
CANADA	140,017	29,833	12,893	15,324	21,472	15,265	11,533	7,924	25,773	188,913
MALE	91,078	20,544	8,711	9,756	13,309	9,452	7,341	5,038	16,927	137,503
FEMALE	48,939	9,289	4,182	5,568	8,163	5,813	4,192	2,886	8,846	51,410

* Disability cases: July 29, 1955: 2,926 (1,817 males 1,109 females). July 30, 1954; 2,815 (1,937 males 878 females).

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,190	829	361	1,164	729	435	485
Prince Edward Island	239	163	76	239	167	92	74
Nova Scotia	4,250	2,193	2,057	4,478	3,562	916	905
New Brunswick	2,306	1,442	864	2,327	1,656	671	615
Quebec	27,105	14,952	12,153	26,177	18,184	7,993	8,102
Ontario	32,151	18,284	13,867	31,584	24,244	7,340	11,328
Manitoba	3,115	1,968	1,147	3,017	2,154	863	566
Saskatchewan	1,212	732	480	1,221	869	352	307
Alberta	2,771	1,581	1,190	2,652	1,884	768	654
British Columbia	7,239	3,995	3,244	7,724	5,668	2,056	1,497
Total Canada, July 1955	81,578*	46,139	35,439	80,583†	59,117	21,466	24,533
Total Canada, June 1955	90,380	50,711	39,669	88,493	70,522	17,971	23,538
Total Canada, July 1954	106,269	56,712	49,557	105,744	83,861	21,877	27,351

* In addition, revised claims received numbered 14,831.

† In addition, 14,845 revised claims were disposed of. Of these, 860 were special requests not granted, and 704 were appeals by claimants. There were 2,266 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—June	3,194,000	2,946,200	247,800
July	3,225,000	3,025,500	199,500
August	3,232,000	3,043,100	188,900
September	3,250,000	3,058,700	191,300
October	3,257,000	3,069,300	187,700
November	3,249 000	3,039,900	209,100
December	3,310 000	3,035,500	274,500
1955—January	3,393,000	2,961,200	431,800†
February	3,409,000	2,865,600	543,400†
March	3,435,000	2,856,400	578,600†
April	3,427,000	2,863,700	563,300†
May	3,221,000	2,905,500	318,500
June	3,222,000	3,012,300	209,700

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8
July	116·0	111·5	129·6	107·8	115·8	117·7
August	116·4	112·4	129·8	107·8	115·8	118·0
September	116·8	113·7	130·0	107·8	115·9	117·9

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Aug. 2nd, 1954	July 2nd, 1955	Aug. 1st, 1955					
(1) St. John's, Nfld.	104·4	104·5	105·8	105·2	108·6	100·7	102·7	110·0
Halifax	115·3	114·7	115·1	107·6	124·5	114·5	118·9	119·1
Saint John	117·6	117·3	117·8	112·7	125·6	116·1	116·5	124·0
Montreal	117·2	116·7	116·8	114·7	136·0	107·1	114·5	116·8
Ottawa	117·0	117·0	117·3	111·4	133·9	111·0	116·3	119·6
Toronto	119·0	118·7	118·5	110·5	147·0	109·9	114·4	118·6
Winnipeg	116·4	115·5	116·1	111·6	126·0	112·4	114·1	119·0
Saskatoon—Regina	115·3	114·3	115·1	112·7	118·1	114·6	116·9	114·2
Edmonton—Calgary	115·4	114·1	114·6	110·7	121·1	112·5	115·7	117·3
Vancouver	118·1	116·5	116·8	110·1	127·4	112·2	122·5	119·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Indexes on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
June	21	29	4,510	5,664	47,355	0·06
July	19	32	7,869	10,913	96,335	0·12
August	14	25	2,494	6,442	92,525	0·11
Cumulative totals	106		31,905		554,848	0·08
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
June	20	32	9,502	10,192	86,715	0·10
July	16	30	4,461	6,658	54,146	0·06
August	8	20	1,207	3,959	48,210	0·06
Cumulative totals	122		31,490		469,911	0·07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is requently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to August 1955					
MANUFACTURING—					
Animal Foods—					
Fish processing factory workers, Burin, Nfld.	1	[3] 300	5,100	July 28	For a new agreement providing for increased wages, following reference to conciliation board; concluded August 19; negotiations; compromise.
Boots and Shoes (Leather)—					
Shoe factory workers, St. Hyacinthe, Que.	1	122	3,250	July 13	For a new agreement eliminating wage reductions in effect since Nov. 1, 1954, following reference to arbitration board; unconcluded.
Textiles, Clothing, etc.—					
Hosiery factory workers, London, Ont.	1	250	3,000	July 6	Protesting proposed wage reductions in new agreement under negotiations, following reference to conciliation board; concluded August 16; negotiations; in favour of workers.
Pulp, Paper and Paper Products—					
Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	400	8,000	June 9	For new agreements providing for increased wages; partial return of workers; unconcluded.
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	58	800	Apr. 20	For a greater increase in wages than recommended by arbitration board; partial return of workers; unconcluded.
Miscellaneous Wood Products—					
Lumber mill workers, Saint John, N.B.	1	19	400	May 26	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; employment conditions no longer affected by the end of August; indefinite.
Metal Products—					
Aircraft factory workers, Downsview (Toronto,) Ont.	1	1,940	44,000	July 11	For a new agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
Needle factory workers, Bedford, Que.	1	475	4,750	July 22	For a new agreement providing for increased wages, reduced hours from 50 to 45 per week all the year round, pay for two additional statutory holidays and extension of vacation plan, following reference to arbitration board; concluded August 12; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to August 1955—(Concluded)					
TRANSPORTATION AND PUBLIC UTILITIES—					
Water—					
Seamen, Vancouver, B.C.	1	[4] 328	7,500	July 3	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
SERVICE—					
Public Administration					
County roads employees, Cayuga, Ont.	1	45	1,000	June 27	For union recognition; unconcluded.
Business and Personal—					
Beverage room employees, Sydney, N.S.	1	11	10	July 18	For union recognition; concluded August 1; return of workers pending reference to Labour Relations Board; indefinite.
Strikes and Lockouts Commencing During August 1955					
MANUFACTURING—					
Vegetable Foods, etc.—					
Fruit and vegetable packing plant workers, Okanagan Valley, B.C.	.....	526	3,000	Aug. 25	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Textiles, Clothing, etc.—					
Hat and cap factory workers, Toronto, Ont.	25	400	1,600	Aug. 16	For a new agreement providing for increased wages, fringe benefits and separate agreement for Ontario, following reference to conciliation board; concluded August 19; negotiations; in favour of workers.
Miscellaneous Wood Products—					
Sawmill and veneer factory workers, Kiosk, Ont.	1	137	410	Aug. 29	For a new agreement providing for increased wages and Rand formula for union dues, following reference to conciliation board; unconcluded.
Metal Products—					
Electrical apparatus factory workers, Toronto, Ont.	1	37	165	Aug. 17	Protesting new method of establishing piece-work rates and incentive bonus; concluded August 25; return of workers pending further negotiations; indefinite.
Structural steel fabricators, Sault Ste. Marie, Ont.	1	[5] 135	1,145	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Non-Metallic Minerals, Chemicals, etc.—					
Glass factory workers, Toronto, Ont.	1	323	3,100	Aug. 18	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week, time and one-half for Sunday shift and extension of vacation plan, following reference to conciliation board; concluded August 30; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During August 1955—(Concluded)					
Asbestos products factory workers, Peterborough, Ont.	1	150	450	Aug. 29	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay and retention of all wash-up and rest periods, following reference to conciliation board; unconcluded.
Miscellaneous Products—					
Upholsterers, Vancouver, B.C.	1	16	165	Aug. 4	For a new agreement providing for check-off, following reference to conciliation board; concluded August 18; negotiations; in favour of workers.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters, North Bay, Ont.	3	80	400	Aug. 25	For increased wages to Sudbury rate; unconcluded.
Carpenters, Cornwall, Ont.	7	[6] 75	225	Aug. 29	For implementation of award of conciliation board for increased wages, four per cent vacation pay and continuance of union shop in new agreement under negotiations; unconcluded.
Painters, Calgary, Alta.	15	[7] 160	480	Aug. 29	For implementation of award of arbitration board for increased wages in new agreement under negotiations; unconcluded.
Highway—					
Road construction workers, Corner Brook, Nfld.	1	[8] 130	1,950	Aug. 15	For union recognition and agreement with increased wages and reduced hours; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Electric Railways and Local Bus Lines—					
Bus drivers, Windsor, Ont.	1	300	1,500	Aug. 26	Protesting dismissal of a driver for cause; unconcluded.
Miscellaneous–					
Radio station employees, Ottawa, Ont.	1	25	125	Aug. 26	For a new agreement providing for increased wages, job classification and union security, following reference to conciliation board; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 130 indirectly affected; (4) 157 indirectly affected; (5) 45 indirectly affected; (6) 125 indirectly affected; (7) 75 indirectly affected; (8) 20 indirectly affected.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accident in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Struck by	3	16	1	10	7	20	.....	11	1	.....	.....	.....	69
(a) Tools, machinery, cranes, etc	.....	1	.....	2	1	1	.....	2	.....	.....	.....	.....	7
(b) Moving vehicles	.....	3	.....	3	1	10	.....	7	1	.....	.....	.....	25
(c) Other objects	3	12	1	5	5	9	.....	2	.....	.....	.....	.....	37
Caught In, On or Between Machinery, Vehicles, etc	.....	1	.....	2	8	4	.....	2	1	.....	.....	.....	18
Collisions, Derailments, Wrecks, etc	15	11	3	3	4	8	.....	28	7	.....	2	.....	81
Falls and Slips	5	9	3	7	5	18	2	9	1	.....	5	.....	64
(a) Falls on same level	2	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	4
(b) Falls to different levels	3	8	3	7	4	18	2	9	1	.....	5	.....	60
Conflagrations, Temperature Extremes and Explosions	3	2	1	2	6	3	.....	.....	.....	.....	.....	.....	17
Inhalation, Absorptions, Asphyxiation, etc	1	.....	.....	7	1	.....	1	.....	1	.....	1	.....	12
Electric Current	1	.....	.....	1	5	8	11	.....	.....	.....	2	.....	28
Over-exertion and Industrial Diseases	3	.....	.....	5	7	.....	.....	7	1	.....	3	.....	26
Miscellaneous Accidents	.....	1	.....	.....	1	.....	.....	1	.....	3	1	.....	7
Total, Second Quarter—1955	31	40	8	37	44	61	14	58	12	3	14	.....	322
Total, Second Quarter—1954	26	45	5	42	54	46	10	52	11	.....	18	.....	309

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	.....	.....	6	9	2	9	3	2	.....	31
Logging	.....	.....	1	3	7	8	.....	.....	1	20	.....	40
Fishing and Trapping	.....	1	1	.....	1	3	.....	.....	.....	2	.....	8
Mining and Quarrying	2	.....	2	2	9	10	.....	3	5	4	.....	37
Manufacturing	.....	1	2	4	7	18	1	1	2	8	.....	44
Construction	5	.....	.....	.....	21	13	2	7	5	7	1	61
Electricity, Gas, Water Production and Supply	.....	.....	1	.....	2	8	1	1	1	.....	.....	14
Transportation, Storage and Communications	1	.....	.....	4	13	10	3	10	8	7	2	58
Trade	.....	.....	.....	.....	2	5	.....	2	1	2	.....	12
Finance	.....	.....	.....	.....	.....	2	1	.....	.....	.....	.....	3
Service	.....	.....	.....	.....	3	7	1	1	2	.....	.....	14
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	8	2	7	13	71	93	11	34	28	52	3	322

CURRENT

NOVEMBER 15, 1955

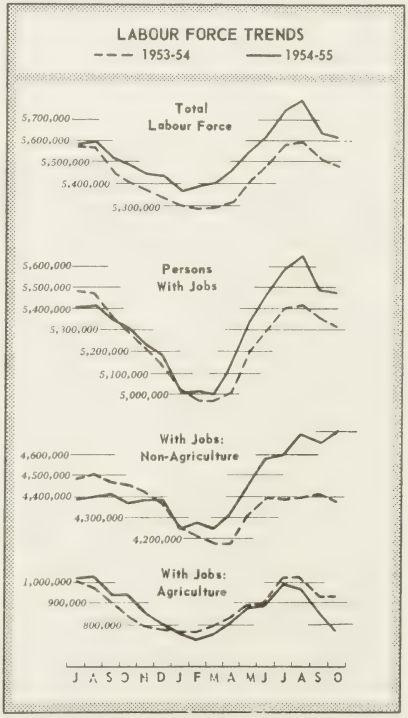
manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

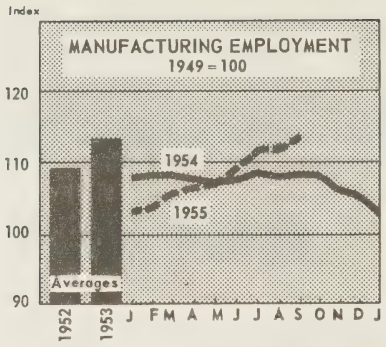
Current Manpower Situation

UNUSUAL stability marked the labour market situation during October. A slight seasonal drop in employment was accompanied by a similar decline in the labour force, both decreases being significantly smaller than in the same period in the past two years. An early harvest led to a fairly sharp drop in farm employment but expansion in other industries continued. Non-farm employment rose by about 50,000 instead of declining as it did at this time in 1954 and 1953. There were some seasonal increases in local labour surpluses, although labour supply and demand at the end of the month were in balance in four-fifths of all labour market areas. Moreover, the underlying economic determinants of employment suggest that unemployment this winter will be considerably below that of the past two winters.



Virtually no change occurred in either agricultural or non-agricultural employment in three of the five economic regions during October; in the remaining two, developments were largely limited to a movement from agricultural to other activities. Harvesting work was completed by the middle of the month in the Ontario and Prairie regions with a resulting decline of some 70,000 farm workers, of which about 30,000 were hired workers. Hiring in non-farm activities was sufficiently heavy to

A Monthly *Labour Gazette* Feature



completely offset the drop in farm employment in Ontario. In the Prairie Provinces, the rise in non-farm employment amounted to about one-half of the decline in agriculture; total employment in this region declined by approximately 17,000 or 2 per cent of the regional working force.

Manpower requirements in the country as a whole have shown increasing strength since the early months of this year. Employment usually increases during the summer, of course, but even allowing for seasonal variations, a sharp and sustained rise was maintained through the second and third quarters of this year. By mid-October the Labour Force Survey estimate of persons with jobs was more than 3 per cent higher than the comparable figures in 1954 and 1953.

The rise in employment in 1955, apart from seasonal movements, has been particularly sharp in the non-farm sector, more than offsetting a falling trend in the number of workers employed in agriculture. Recent gains in manufacturing, construction and transportation employment have more than made up for the losses incurred last year, while financial, trade and service employment has grown steadily. In October, 4,703,000 persons were estimated to have jobs in non-farm industries. This estimate was 7.7 per cent higher than that for October 1954 and 5.5 per cent higher than that for October 1953.

A high rate of hiring continued through most of October, partly as a result of the completion of retooling for 1956 models by two of the major automobile producers. In addition, this year's planned production of pulpwood is considerably greater than in the past few years, with a resulting increase in the demand for workers. At the end of the month, some 9,000 job vacancies for bush workers were listed with the National Employment Service, almost twice as many as at this time last year. A further factor is the heavy construction program this year and the need to close in as many buildings as possible before winter. These sources of demand were largely responsible for the larger increases than usual in non-agricultural employment during October.

The decline in unemployment this year has been as marked as the increase in employment. The number of persons without jobs and seeking work fell to 2.3 per cent of the labour force this summer, which was almost midway between the low points reached in 1954 and 1953. By October this figure increased slightly to 2.5 per cent but there were still no heavy concentrations of surplus labour. The only area with a substantial labour surplus was Oshawa, where some 11,000 striking workers were still negotiating with General Motors of Canada, Limited.

Economic Trends

The recent increases in employment find a basis in the strong demand, in both the export and domestic markets, for goods and services

and the consequent rise in production. The value of non-farm output (seasonally adjusted), which rose by 2 per cent in the first quarter of this year and a further 4 per cent in the second, carried the gross national product to an annual rate of 26.2 billion dollars, about 9 per cent higher than the 1954 annual average. Gains were more diffused in the second quarter than in the first, the increases spreading from the durable to the non-durable goods industries. Preliminary statistics available on the third quarter indicate further increases in total output.

Income Patterns

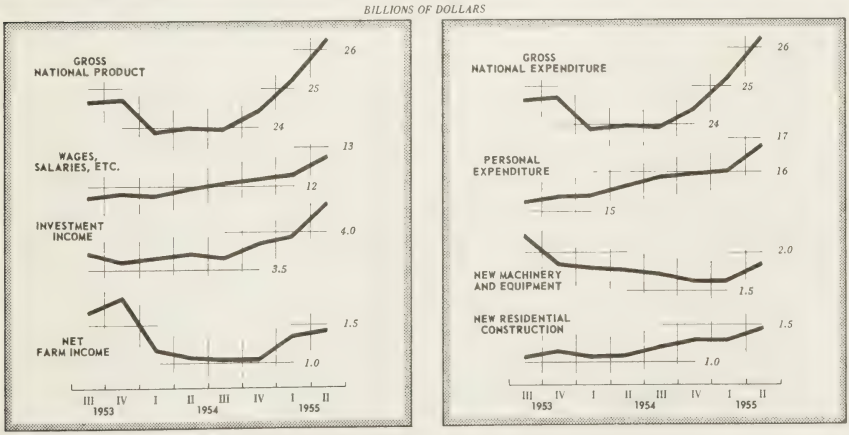
The gains that have occurred in the various income and expenditure sectors are outlined in the accompanying chart, which shows the movement of the various components, adjusted for seasonal variations. During the first six months of 1955, wages, salaries and supplementary labour income were nearly 6 per cent higher than in the first half of 1954 and since prices have remained relatively stable, the increase in total real income has been roughly the same.[1] Later estimates of labour income show even greater year-to-year gains. Investment income also rose sharply with a year-to-year gain of about 15 per cent in the first half of the year.

Net farm income likewise recorded a marked increase, on the basis of a bumper grain crop. Much of this gain, however, was in the form of grain stored on farms. Cash income accruing to farmers was nearly 3 per cent lower in the first half of 1955 than of 1954, although cash returns during the second quarter showed some year-to-year increase. The rural areas, therefore, have lagged behind the industrial centers in actual cash income gains.

Expenditure Patterns

Total consumer expenditures, which did not record any significant rise during the first quarter of 1955, increased about 4 per cent in the second quarter. This was largely the result of the high level of motor

INCOME AND EXPENDITURE
(seasonally adjusted at annual rates)



[1]This increase comes partly from an increase in employment and partly from an increase in wages and salaries.

vehicle sales, although expenditures on non-durables and services also showed moderate gains.

Government expenditures were up somewhat during the first half of 1955 mainly because of an increase in federal defence (non-procurement) outlays and, to a lesser degree, an increase in general government outlays. The year-to-year increase for the first six months in total government spending was roughly 6 per cent.

In the private investment sector, spending for new housing rose again during the second quarter of 1955 and for the six-month period as a whole was more than 27 per cent above last year. There has been little evidence of slackening since that time. By the end of September, nearly 103,000 housing units had been started, a total 22 per cent higher than a year earlier. Preliminary statistics available since September indicate continuing strength in this sector for the remainder of the year.

Investment in non-residential construction during the first half of 1955 was slightly below 1954 levels. In recent months, contracts awarded for commercial construction continued at a lower rate than last year but substantial gains were reported in both industrial and engineering contracts.

Investment in new machinery and equipment rose by 14 per cent from the first to the second quarter of 1955, owing chiefly to an increase in demand for commercial vehicles. A substantial increase in new orders in the industrial machinery industry this summer suggests further gains in this sector during the coming months.

During the first half of 1955, exports of agricultural commodities did not change much in value from those of 1954 but non-farm exports rose by 12 per cent. The greatest value gains were made in wood products, non-ferrous metal products, non-metallic minerals and chemical products. Continuing gains have occurred during the third quarter, the nine-month total for 1955 being 11.6 per cent above the comparable one in 1954. The value of imports rose sharply from the first to the second quarter of this year, the total for six months approaching the peak levels of 1953. Total value of imports of goods and services during this period was 8 per cent above year-earlier levels and further gains have taken place in the third quarter.

On balance, it appears that the economic advance has both deepened and broadened during recent months. The high level of vehicle sales during the greater part of this year justified the high production rates in the early months and stimulated further expansion in the related supplying industries. Consumer spending for major household durables also increased, while the rise in housing construction was a major factor in the expansion of related industries. Export trade continued to flow at higher levels than last year and imports, while increasing more rapidly than domestic production, imposed no apparent hardship on domestic producers. Inventory accumulation was quite moderate, inventory holdings of finished products at the end of July being considerably lower than a year before. Some industries, particularly shipbuilding, aircraft and farm machinery, failed to show any production or employment increases. The economic upturn, however, established a firm basis for continued expansion of over-all employment, apart from the usual seasonal movements.

Labour-Management Relations

DATA compiled in the Economics and Research Branch from a sample of 555 collective agreements indicate that of agreements signed between October 1, 1954, and October 1, 1955, approximately 75 per cent made provision for increases in wage rates. As a rule, settlements were for amounts of less than 10 cents an hour. Changes in one or more of the provisions relating to hours of work, statutory holidays, vacation plans and health and welfare plans were found to have been made in more than 40 per cent of the agreements examined. Details on these changes in wages and working conditions will be published in the December issue of the *Labour Gazette*.

During the past month a number of important agreements were signed, including one arising out of the settlement of a prolonged strike by employees of de Havilland Aircraft of Canada Limited. The strike at plants of General Motors of Canada, Limited, was continuing, although it appeared that recent progress in bargaining might result in a settlement within a short period of time.

Negotiations were scheduled to get under way on November 17 between the Canadian railway companies and a committee representing unions of their non-operating employees. District 26 of the United Mine Workers of America was reported to have submitted proposals for a new contract to the Dominion Coal Company, Limited, covering mines in Nova Scotia.

A summary of the more important developments is given below.

Railways – In negotiations for the railways, the organizations representing non-operating employees are seeking an 18-per-cent increase in rates of pay; a contribution by the companies of 8 cents an hour to cover the entire cost of a health and welfare plan that will provide life insurance, hospital, medical and surgical benefits and weekly pay for sickness and accidents; and eight statutory holidays with pay, monthly-rated employees to receive an extra day's pay for these days.

Coal Mining – Proposals of the United Mine Workers of America for revisions of their contract with the Dominion Coal Company, Limited, in Nova Scotia are reported to include an improved pension plan, eight paid statutory holidays, three weeks' vacation, and changes in premium pay.

Gold Mining – With the aid of a conciliation board, a settlement was agreed on by Hollinger Consolidated Gold Mines, Limited, at Timmins, and the United Steelworkers of America. The agreement, still to be ratified by employees at the time of writing, provides that hours of work will be reduced from 48 to 44 per week without loss in pay and that the increment between job classes will be increased by one-quarter of a cent. Bargaining between the union and several other gold and base metal mines in northern Ontario and Quebec is in progress.

Manufacturing – On November 14, the strike by approximately 2,000 employees of de Havilland Aircraft Company of Canada, Limited, that began July 11, was terminated. The agreement between the company and the United Automobile Workers of America (CIO-CCL) is reported to have provided an immediate increase of 6 cents an hour in wages, further

adjustments to be made during the life of the two-year agreement. The company also agreed to assume the full cost of a health and welfare plan.

Although the strike of employees at five plants of General Motors of Canada, Limited, was still in progress at the middle of November, local issues that had been holding up bargaining on broader matters affecting all plants were reported to have been settled. Bargaining on company-wide issues, including wages, a company-financed health and welfare plan, increased statutory holidays, union security and improved pensions, was reported under way with the UAW.

An agreement signed by the same union and Massey-Harris-Ferguson Limited, on behalf of plants in Toronto, Brantford and Woodstock makes provision for a modified type of guaranteed annual wage similar to plans recently negotiated in the United States. Beginning September 1956, the company will contribute 5 cents an hour per employee to a fund which, after September 1957, will provide benefits to laid-off employees. Employees laid off will be entitled to receive payments from the fund for a maximum of 26 weeks. Under other provisions of the new contract, hourly-rated employees will receive an increase in wages of 5 cents an hour with a further 2 cents for certain skilled groups, the company will pay the full cost of the health and welfare plan, employees with 10 to 15 years of service will be entitled to 2½ weeks of vacation rather than two and increases will be made in the amounts of shift bonuses.

In the textile industry, differences between the Dominion Textile Company, Limited, and the United Textile Workers of America (AFL-TLC) have been referred to the conciliation services of the Quebec Department of Labour. The union requested an increase in wage rates of 10 cents an hour on behalf of about 5,000 employees in mills at Montreal and Valleyfield. The company proposed a reduction of 5 cents per hour.

The report of a conciliation board dealing with a dispute over similar wage questions between the same company and the National Catholic Federation of Textile Workers (CCCL) on behalf of 5,000 workers in mills at Montmorency, Magog, Sherbrooke, and Drummondville recommended against any change in wage rates. Further bargaining will take place.

The Textile Workers' Union of America (CIO-CCL) has applied for conciliation services in its bargaining at the Hamilton plant of York Knitting Mills, Limited. The Union is seeking an increase in wages of approximately 12 cents an hour on the average. Bargaining will begin shortly between the same parties for other mills of the company in Ontario.

A new agreement between Cosmos Imperial Mills, Limited, and the United Textile Workers of America (AFL-TLC) provides improvements in the health and welfare and vacation plans. Wage rates were not increased by the new one-year agreement.

A board of conciliation recommended in a majority report that employees of Canadian Westinghouse Co., Limited, at Hamilton, be granted a wage increase of 4 cents an hour. It also recommended that certain changes be made in seniority provisions and in incentive rates designed to give the company greater freedom of action. Negotiations with the United Electrical, Radio and Machine Workers of America (indep.) are continuing.

The same union presented demands for the renegotiation of its contract with Canadian General Electric Co., Limited. In addition to proposals for increased wages and reduced hours, the union is seeking improved provisions covering apprenticeship, vacations, pensions and the health and welfare plans.

After a strike lasting four days at breweries in five southwestern Ontario cities, Canadian Breweries Limited and the United Brewery Workers (CIO-CCL) signed an agreement late in October on behalf of the 1,300 workers. During the term of the two-year agreement, periodic wage increases will total more than 20 cents an hour. In addition, workers will receive an extra paid statutory holiday and the hours of work for drivers are reduced from 45 to 40 per week.

A board of conciliation is considering a dispute between the Consolidated Paper Corp., Limited, Port Alfred, and the National Federation of Pulp and Paper Workers (CCCL). The union requested wage increases of 15 cents an hour. A similar demand for mills of Price Brothers, Limited, at Jonquière, Kenogami and River Bend, is also reported in the conciliation stage.

Other Industries – Negotiations have been in progress for some time between locals of the Lumber and Sawmill Workers' Division of the United Brotherhood of Carpenters (AFL-TLC) and several pulp and paper companies in northwestern Ontario covering their woods operations. The Union requests include a 10-per-cent increase in wage rates, certain other adjustments in rates and more liberal statutory holiday and vacation arrangements. In total, about 15,000 workers are affected. Some disputes are in process of conciliation and it is reported that strike votes have been taken in some cases. One dispute was settled by agreement with Abitibi Power and Paper Company, Limited, at Iroquois Falls, covering about 4,000 workers. The settlement provides a 7-per-cent increase in wage rates, time and one-half after eight hours of work, vacation and seniority arrangements and certain other benefits.

Under an agreement between the Trucking Association of Quebec and the International Brotherhood of Teamsters (AFL-TLC), approximately 3,500 truck transport employees in the Montreal area will receive increases totalling 18 cents an hour during a two-year period. A further 6-cent increase will be given, if an increase in the maximum load is authorized. In Ontario, differences between the union and motor transport companies in the Hamilton area were referred to conciliation.

Late in October, the Brewers' Warehousing Company Limited of Ontario and the United Brewery Workers (CIO-CCL) signed a three-year contract for 1,200 brewery warehouse and retail employees. Employees will receive increases of 20 cents an hour during the life of the contract and other fringe benefit improvements.

Work Stoppages – Preliminary figures for October show a total of 21 strikes and lockouts in existence during the month. Workers involved numbered 23,368 and the time loss amounted to 378,760 man-days. This represents the greatest time loss for any month since July 1952. Ninety per cent of the idleness resulted from strikes at General Motors of Canada, Limited, Canada Wire and Cable Company, Limited and de Havilland Aircraft of Canada, Limited.

Manpower Situation in Local Areas

LABOUR demand and supply continued to be in considerably better balance throughout the country at the beginning of November this year than a year earlier. More than two-thirds of all paid workers were in balanced areas this year compared with less than half a year before.

Eighteen areas were reclassified during the month; two from shortage to balance, 13 from balance to moderate surplus and three from moderate surplus to balance. At the beginning of November, 22 areas representing 17 per cent of total paid workers were in the surplus categories and 87 areas representing 83 per cent of paid workers were in balance. At the same time last year, 47 areas representing 49 per cent of paid workers were in the surplus categories.

Over-all labour demand declined slightly in most areas during the month. However, hiring for the forestry industry, a smaller decline than usual in construction and increased hiring in the automobile industry partially offset the usual seasonal declines in agriculture, food processing and construction. Labour surpluses increased slightly in most areas but in a few, where temporary layoffs had occurred previously, labour surpluses declined.

Most of the areas with labour surpluses were in the Atlantic and Quebec regions. During October, five areas in the Atlantic and six in Quebec moved into the moderate surplus category. Most areas in the other three regions also showed an increase in labour supply but in only two areas (Brantford and Vancouver-New Westminster) was the increase sufficient to bring them into the surplus category. At the beginning of November, four Ontario and two Pacific areas had labour surpluses but all the areas in the Prairie region were in the balanced labour market category. Only two metropolitan areas were in surplus this year, Quebec-Lévis and Vancouver-New Westminster, compared with five last year, one of them, Windsor, being in the substantial surplus category.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Nov. 1 1955	Nov. 1 1954	Nov. 1 1955	Nov. 1 1954	Nov. 1 1955	Nov. 1 1954	Nov. 1 1955	Nov. 1 1954
Metropolitan	–	1	2	4	9	6	–	–
Major Industrial	1	2	10	18	16	7	–	–
Major Agricultural	–	–	–	1	14	13	–	–
Minor	–	–	9	21	48	36	–	–
Total	1	3	21	44	87	62	–	–

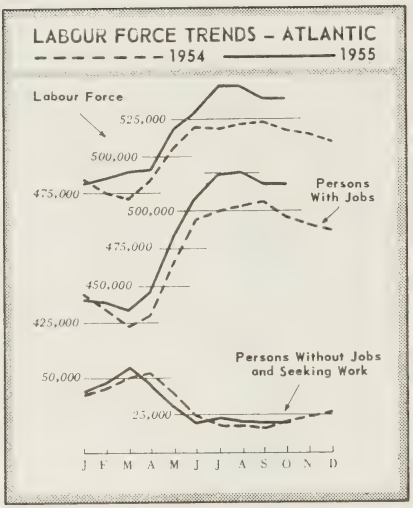
*See inside back cover October *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS,

November 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		QUEBEC – LEVIS ← VANCOUVER – NEW WESTMINSTER ←	Calgary EDMONTON ← Hamilton Montreal Ottawa – Hull St. John's Toronto → WINDSOR Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural activity)	Oshawa	BRANTFORD ← Cornwall Farnham – Granby JOLIETTE ← MONCTON ← New Glasgow Saint John SHAWINIGAN FALLS ← Sydney Trois Rivières	→ CORNER BROOK Fort William – Port Arthur Guelph Halifax Kingston Kitchener Lac St. Jean London Niagara Peninsula Peterborough Rouyn – Val d'Or Sarnia Sherbrooke Sudbury Timmins – Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)			Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Thetford – Megantic – St. Georges Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)		CAMPBELLTON ← Chilliwack DRUMMONDVILLE ← Lindsay NEWCASTLE ← ST. STEPHEN ← VALLEYFIELD ← VICTORIAVILLE ← YARMOUTH ←	Bathurst Beauharnois Belleville – Trenton Brecebridge Bridgewater Brampton → CENTRAL VANCOUVER ISLAND Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kentville Kamloops Lachute – Ste. Thérèse Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sault Ste. Marie Simcoe Sorel Ste. Agathe – St. Jérôme St. Hyacinthe St. Jean Stratford St. Thomas Summerside SWIFT CURRENT ← Trail – Nelson Truro Walkerton Weyburn Woodstock – Ingersoll Woodstock, N.B.	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



TOTAL employment in the Atlantic region showed virtually no change during October although slight changes occurred in various industries. Fish processing factories and construction establishments recorded moderate employment declines while logging increased by approximately the same amount. The seasonal reduction in construction activity was unusually small and chiefly confined to the smaller areas in the region. A non-seasonal layoff occurred in the railway rolling stock industry, following completion of a gondola order at the Eastern Car Company plant in Trenton, N.S. This layoff, however, which involved 400 workers, was temporary and was partially offset by an upturn in coal mining employment in other parts of the region. At October 22, the total number of persons with jobs was estimated at 519,000, the same figure as a month earlier but an increase of 23,000 over the figure at October 23, 1954.

Employment levels differed most noticeably from those of a year ago in construction, where jobs were more numerous this year because of a large defence project at Gagetown, N.B., and in forestry, where improved foreign and domestic markets for lumber and pulp resulted in increased cutting quotas. Generally, employment in other industries maintained or exceeded the 1954 level.

Six of the 21 areas in the region were reclassified during the month; five from the balanced to the moderate surplus category and one from the moderate surplus to the balanced category. At November 1, the area classification was a follows (last year's figures in brackets): in balance 13 (10); in moderate surplus 8 (10); in substantial surplus 0 (1).

Local Area Developments

St. John's (metropolitan). Remained in Group 3. The seasonal decline in employment was slow as the construction and forestry industries remained very active. Many construction contractors hired additional workers during the month, which was contrary to the usual seasonal pattern. Total employment in the area was slightly above the level of October 1954.

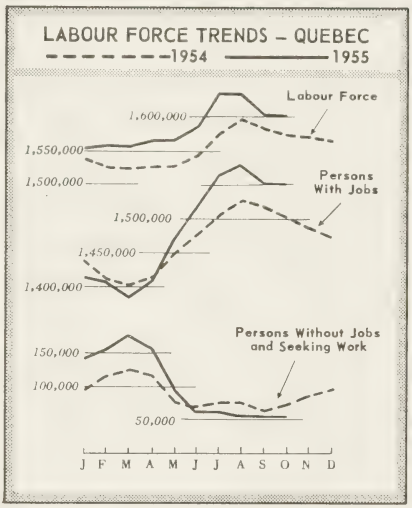
Moncton (major industrial). Reclassified from Group 3 to Group 2. Minor employment reductions in manufacturing, together with seasonal declines in agriculture and fishing, caused an increase in unemployment during the month. On the other hand, additional workers were hired in the railway shops and in a number of logging camps. In general, the employment situation was considerably better than a year earlier.

Corner Brook (major industrial). Reclassified from Group 2 to Group 3. Peak employment was reached in the construction and logging industries during October. A shortage of steel and other building materials caused a temporary slowdown at some construction sites but these shortages resulted in few layoffs.

Yarmouth, Campbellton, Newcastle and **St. Stephen** (minor). Reclassified from Group 3 to Group 2.

QUEBEC

TOTAL employment in the Quebec region showed little change during October. The usual decline in outdoor activities was delayed because of the exceptionally fine weather and forestry employment expanded to a level higher than a year ago despite difficulties experienced by employers in obtaining workers this year. Manufacturing employment continued to expand, especially in light manufacturing industries producing for the Christmas trade. The number of persons with jobs at October 22 was estimated at 1,550,000, about the same as a month earlier but 49,000 more than at October 23, 1954.



Employment in all major manufacturing industries, excluding leather, transportation equipment and chemicals, was higher at the beginning of September (the latest date for which statistics are available) than at the same date a year before. Textile plants have been rehiring workers steadily during the past year and the wood and paper products industries have also continued to show sizeable year-to-year increases in employment. In the electrical apparatus industry, employment was 11 per cent higher than a year before, reflecting a strong demand for television sets. Expansion in the clothing industry during the active fall season resulted in a shortage of experienced sewing machine operators and an increase in labour turnover.

A slight increase in labour surpluses during October resulted in the reclassification of six areas to the moderate surplus category. At November 1, the classification of the 24 areas in the region was as follows (last year's figures in brackets): in balance 16 (10); in moderate surplus 8 (14).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Industrial activities, including those carried on out-of-doors, remained at a higher level than usual during October and skilled workers were still in demand in construction and a number of metalworking trades. Fabricated and structural

steel industries were more active than a year earlier, despite delays in the delivery of steel. Consumer goods industries were busy completing orders for the Christmas trade.

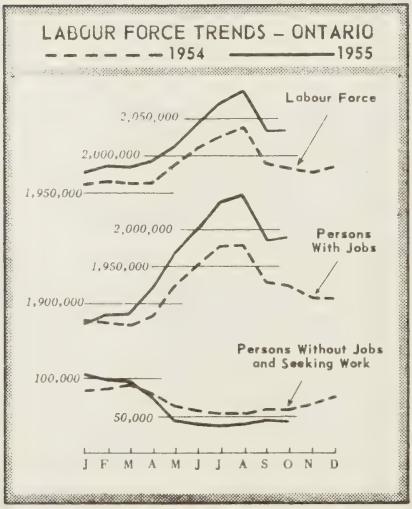
Quebec-Lévis (metropolitan). Reclassified from Group 3 to Group 2. Scattered layoffs occurred in construction, meat packing and other seasonal activities while at the same time considerable hiring was under way in the forestry industry. Waitresses and other service workers laid off from the tourist industry were taking off-season jobs in restaurants and hotels.

Joliette (major industrial). Reclassified from Group 3 to Group 2. Agricultural employment declined during October while other seasonal activities showed little change. Full-time operations were resumed in most textile mills and clothing establishments recorded a slight gain in employment during the month.

Shawinigan Falls (major industrial). Reclassified from Group 3 to Group 2. Several hundred workers who were unable to resume their former employment in the paper mill at the close of a strike were seeking work at the end of October. A slight increase in job-seekers resulted from seasonal layoffs in agriculture and construction.

Drummondville, Valleyfield and **Victoriaville** (minor). Reclassified from Group 3 to Group 2.

ONTARIO



IN Ontario, high, steady employment levels continued in most industries throughout October although some seasonal changes occurred. The movement of workers out of agriculture and into logging continued. By the end of October, most woods camps has taken on their full crews. Construction declined slightly in some areas because several jobs were completed and shortages of cement and structural steel held up work on others. Employment in motor vehicles increased as two of the major producers got into full production of their 1956 models. On the other hand, a good many clothing workers were on short time by the end of the month, following the completion of fall and winter lines. The estimated number of persons with jobs remained almost unchanged from the previous month at 1,989,000; a decline of 27,000 in the number employed in agriculture was offset by an increase of some 30,000 in non-farm industries. The number of part-time workers increased by about 16,000 to 143,000 at October 22.

Employment in nearly all industries was higher than a year earlier but the largest year-to-year gains were in the manufacturing of motor

vehicles and other consumer durables, iron and steel, machinery, and in the construction industry. Local shortages of construction tradesmen, skilled metal workers, draughtsmen, engineers and many kinds of skilled technicians were still being reported.

Only two areas were reclassified during the month, Windsor from moderate surplus to balance and Brantford from balance to moderate surplus. At November 1, classification of the 34 areas in the region was as follows: (last year's figures in brackets); in balance 30 (17); in moderate surplus 3 (15); in substantial surplus 1 (2). Many of the 17 local areas classified in balance last year were closer to the moderate labour surplus category than they are this year.

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Construction continued very active with skilled tradesmen still in short supply. The iron and steel industry was still operating at capacity and although there was little labour turnover, the demand for skilled and semi-skilled workers remained strong. All manufacturing industries in the area were busy.

Ottawa-Hull (metropolitan). Remained in Group 3. The labour market was fairly tight with engineers, skilled construction workers and some professional workers still scarce. The opening of a new department store during the month caused some shortage of workers in retail trade.

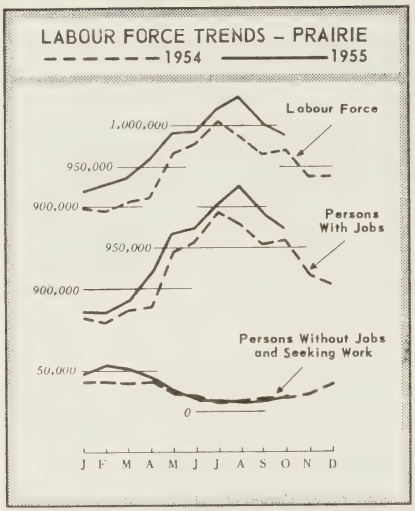
Toronto (metropolitan). Remained in Group 3. Industrial demand continued strong and there was some increase in the demand for sales clerks for retail trade by the month-end. Engineers, architects, draughtsmen, skilled technicians, skilled construction tradesmen, metal workers, and typists and stenographers were still in demand. Seasonal reductions in clothing manufacturing resulted in some short time in that industry.

Windsor (metropolitan). Reclassified from Group 2 to Group 3. All manufacturing industries in the area were busy as Ford and Chrysler got into full production of their 1956 models. There was some easing in demand for construction and agricultural workers during the month.

Brantford (major industrial). Reclassified from Group 3 to Group 2. The General Motors strike caused some cut-backs in a textile plant. Slackening demand for trailers and truck bodies resulted in a small layoff of unskilled metal workers.

PRAIRIE

LABOUR requirements in the Prairie region remained unusually strong during October. With the exception of farming, which released a considerable number of workers following the completion of harvesting and land work, most out-door activities maintained high employment levels. Aided by favourable weather, construction and related industries were very active during the month. As a result, many of the workers released from farm work secured temporary employment. By the end of the month, skilled construction workers were still scarce in most parts of the region but supluses of unskilled workers were becoming fairly widespread. A shortage of woodsmen developed in the Lakehead area but it was expected that the demand would be met by recruitment of workers from other parts of the region. The total number of persons



with jobs at October 22 was estimated at 972,000, a decline of 17,000 from September 17 but an increase of 16,000 from October 23, 1954. The reduction in employment during October was confined entirely to agriculture; a notable increase occurred in the non-farm sector. Virtually no change occurred in the level of unemployment since the reduction in the number of persons with jobs was offset by the seasonal contraction of the labour force.

The most recent figures on industrial employment in the Prairie region indicate a consirable year-to-year increase. The gain was unevenly distributed within the region, Alberta accounting for almost the entire increase. At September 1, employment in this province was 6 per cent higher than a year earlier, all major industry groups except highway construction recording some increases. Highway construction was at significantly lower levels than a year earlier but the decline was more than offset by the increase in building construction. Manufacturing and oil wells showed considerable employment expansion, approximately 2,200 and 2,400 new jobs respectively being created during the year.

Two labour market areas were reclassified during the month from shortage to balance. At November 1, 1955, classification of the 20 areas in the region was as follows (last year's figures in brackets): in balance 20 (19); in moderate surplus 0 (1).

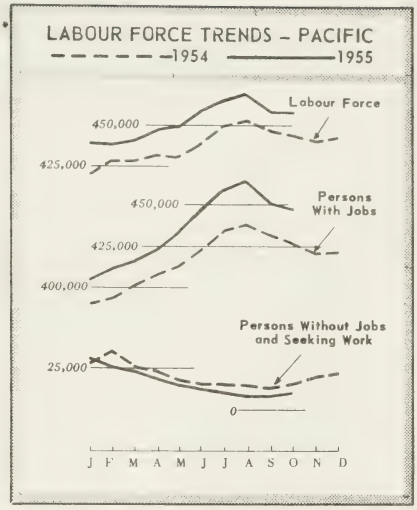
Local Area Developments

Calgary (metropolitan). Remained in Group 3. Construction employment continued at a record level during October. Skilled construction workers were still scarce, bricklayers, finishing carpenters, painters and plasterers being in very strong demand. Employment increased slightly in iron and steel manufacturing during the month, following the recall of workers laid off in September. In general, factory employment was greater than at the same time last year.

Edmonton (metropolitan). Reclassified from Group 4 to Group 3. Employment changed very little during October. The reduction in total employment which followed the usual decline in farm work, however, was sufficient to warrant reclassification of the area, although the labour market was still near the shortage category.

Winnipeg (metropolitan). Remained in Group 3. Employment fell slightly in this area during October, the decline being chiefly confined to agriculture. The usual seasonal staff additions occurred in forestry and manufacturing. Unemployment was considerably lower than in October 1954.

Swift Current (minor). Reclassified from Group 4 to Group 3.



EMPLOYMENT in the Pacific region remained at a high level during October; considerably more jobs were available than at the same time a year earlier. Brisk activity continued in most industries. In the week ending October 22, persons with jobs were estimated to number 447,000, a decrease of 3,000 from September but an increase of 19,000 from October 1954. Unemployment increased seasonally but was much lower than last year.

Logging camps and sawmills operated at close to capacity during the month. In manufacturing, most industries were operating at moderately high levels, particularly in the iron and steel sectors. The construction industry, where the value of building projects begun during the first nine months of 1955 was much higher than in the corresponding period last year, was still very active in October, although some seasonal layoffs were beginning to occur. In agriculture and fishing, employment declined considerably. All divisions of the transportation industry were very busy. The expansion of electrical and telephone facilities continued. Retail sales, 10.5 per cent higher during the first nine months of 1955 than of 1954, were very favourable in October.

During the month two labour market areas were reclassified—Vancouver-New Westminster from balance to moderate labour surplus, and Central Vancouver Island, where fire hazard impeded forestry operations in September, from moderate labour surplus to balance. At November 1, the classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 8 (6); and in moderate labour surplus, 2 (4).

Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 3 to Group 2. The logging industry operated at capacity and employers did not intend to curtail production or crews as long as the weather remained favourable. Lumber production was maintained at high levels. Manufacturing industries provided a moderate demand for workers. Machine shops, structural steel plants and foundries were quite busy. The construction industry was very active and a high level of employment was expected to continue. Rail and truck transportation were busy. In retail trade, sales staff was in strong demand.

Victoria (major industrial). Remained in Group 3. The forestry industries operated at close to capacity. Machine shops were busy. The shipbuilding industry was quite active and shortages of certain types of skilled workers occurred. In construction, there was a steady demand for labour.

Central Vancouver Island (minor). Reclassified from Group 2 to Group 3.

Current Labour Statistics

(Latest available statistics as of November 10, 1955).

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Oct. 22	5,619,000	− 0.3	+ 2.5
Persons with jobs	Oct. 22	5,477,000	− 0.3	+ 3.3
At work 35 hours or more	Oct. 22	5,014,000	+ 0.1	+ 3.6
At work less than 35 hours	Oct. 22	332,000	+ 4.1	− 0.9
On short time	Oct. 22	25,000	+ 8.7	−19.4
Usually work less than 35 hours	Oct. 22	218,000	+ 5.8	+ 2.8
Other reasons	Oct. 22	89,000	− 1.1	− 3.3
With jobs but not at work	Oct. 22	131,000	−21.6	+ 1.6
Laid off full week	Oct. 22	*	−	−
Other reasons	Oct. 22	122,000	−21.8	+ 3.4
Paid workers	Oct. 22	4,279,000	+ 0.4	+ 6.8
In agriculture	Oct. 22	95,000	−22.1	−31.2
Non-agricultural	Oct. 22	4,184,000	+ 1.0	+ 8.1
Persons without jobs and seeking work	Oct. 22	142,000	+ 2.9	−21.1
Registered for work, NES (b)				
Atlantic	Oct. 20	22,432	+ 8.8	−13.9
Quebec	Oct. 20	56,052	+ 2.9	−24.6
Ontario	Oct. 20	69,385	+ 0.2	−30.9
Prairie	Oct. 20	24,779	+17.1	−15.5
Pacific	Oct. 20	20,061	− 3.6	−31.0
Total, all regions	Oct. 20	192,709	+ 3.4	−25.7
Ordinary claims for Unemployment Insurance benefit	Oct. 1	130,318	+ 0.4	−30.6
Amount of benefit payments	Sept.	$8,180,068	− 6.3	−34.0
Industrial employment (1949=100)	Sept. 1	118.1	+ 1.7	+ 4.6
Manufacturing employment (1949=100)	Sept. 1	113.8	+ 2.2	+ 5.1
Immigration	1st 9 mos.	86,607	−	−31.7(c)
Industrial Relations				
Strikes and lockouts—days lost	August	378,760	−	+26.3(c)
No. of workers involved	August	23,368	−	− 6.0(c)
No. of strikes	August	21	−	−15.3(c)
Earnings and Income				
Average weekly wages and salaries	Sept. 1	$61.10	0.0	+ 3.7
Average hourly earnings (mfg.)	Sept. 1	$ 1.44	− 0.8	+ 3.2
Average hours worked per week (mfg.)	Sept. 1	41.2	+ 1.0	+ 0.7
Average weekly earnings (mfg.)	Sept. 1	$59.33	+ 0.2	+ 4.0
Consumer price index (av. 1949=100)	Oct. 1	116.9	+ 0.1	+ 0·1
Real weekly earnings (mfg. av. 1949=100)	Sept. 1	121.7	− 0.2	+ 3.9
Total labour income $000,000	August	1,108	+ 1.4	+ 8.7
Industrial Production				
Total (average 1935-39=100)	August	269.8	+ 1.5	+ 9.4
Manufacturing	August	272.9	+ 1.8	+ 8.1
Durables	August	320.2	− 0.8	+11.8
Non-Durables	August	242.7	+ 4.2	+ 5.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Less than 10,000.

Notes of Current Interest

Health Insurance Agenda Approved by 4 Provinces

"Plans are progressing favourably for the forthcoming inter-governmental meeting of ministers on the subject of health insurance," the Hon. Paul Martin, Minister of National Health and Welfare, announced October 28. Mr. Martin indicated that he had given approval to a proposed agenda for the health insurance talks more than two weeks earlier and had submitted it to the provincial ministers for their approval.

"Several provinces have acknowledged receipt of the agenda," the Health Minister said, "and four provincial ministers have already indicated that it meets with the approval of their governments. As soon as general approval has been given to the agenda by all provinces, no time will be lost," Mr. Martin said, "in arranging the meeting at a time convenient to all concerned."

While the matter of the agenda and the date selected for the resumed meeting of the Inter-governmental Committee of Ministers would depend on the speed with which the various provinces replied to his letter, Mr. Martin indicated that he was prepared, on behalf of the federal Government, to hold the meeting as early as possible and that he hoped in any event that it would be called not later than December or January.

The Minister recalled the assurance given by the Prime Minister at the recent federal-provincial conference that the federal Government was prepared to support provincially-administered health insurance schemes involving no constitutional change or interference in provincial affairs providing a majority of the provinces representing a majority of the Canadian people were prepared to proceed.

The provincial governments at present are by no means unanimously in favour of such a scheme. Only Saskatchewan and British Columbia wholeheartedly support it, Quebec is opposed, while some other provinces are lukewarm.

Premier Frost of Ontario at the conference produced a detailed plan for a health insurance scheme which would require the federal Government to contribute 60 per cent of the cost. Federal comment on this plan was non-committal.

Prime Minister St. Laurent suggested that to begin with a health plan might be confined to the provision of diagnostic services and hospital care. He did not say how much of the cost of a plan the federal Government would be prepared to shoulder.

Financial Burden of Illness to be Discussed

Social security administrators from about 40 countries in Europe, Asia and America will discuss the increasing financial burden of sickness insurance when the International Social Security Association holds its 12th general meeting in Mexico City from November 23 to December 3.

An ISSA survey shows that the financial stability of social security in all countries is seriously threatened by the huge increase in the costs of a sickness insurance. In nearly all the countries where sickness insurance covers the greater proportion of the population the schemes are showing an increasing deficit.

The advance of medical science and the opportunity afforded by social insurance for its benefits to reach sections of the population that would otherwise have been largely excluded from it has, unfortunately, been accompanied by an enormous rise in medical costs.

New drugs and new methods of diagnosis and treatment are vastly more expensive than those they replaced.

The fundamental failing of present-day sickness insurance schemes, however, ISSA officials say, is that their financial basis is hopelessly out-of-date.

Social sickness insurance was first introduced in Germany in the early 1880's and was adequately financed by contributions from the insured persons and their employers. Most of the other countries, when they adopted sickness insurance, followed the German model.

But while the financial basis of the schemes has remained the same, the schemes themselves have changed out of all recognition. Their coverage has been extended to an even larger group of dependants of the insured person.

The possibility of revising this financial structure is to be considered at the Mexico meeting.

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822,000 UAW Members Under Wage Guarantees

The United Auto Workers last month reported that it had signed a total of 69 agreements incorporating supplementary unemployment benefit plans covering 822,500 workers. "Supplementary unemployment benefit" is the new term for the guaranteed annual wage that was the union's goal.

Another union, the United Glass and Ceramic Workers (CIO) has also won from two companies a layoff plan similar to, but not as generous as, that the UAW gained from Ford and General Motors (L.G., July, p. 811).

In Canada, workers at the American Can Company plant at Hamilton, Ont., who do not come under an SUB plan covering other company plants organized by the United Steelworkers (L.G., Sept., p. 1022), last month expressed opposition to the plan and endorsed their local's demand for a 28½-cent-an-hour, across-the-board wage increase and a 35-hour week.

The last of the United States automotive industry's Big Three, the Chrysler Corporation, signed a three-year contract with the UAW on September 1 providing 60 to 65 per cent of regular take-home pay, including state unemployment compensation, for a maximum of 26 weeks.

Unlike that of Ford and GM, the Chrysler plan, for the first time in the industry, is extended to cover salaried workers and many office and engineering employees affected by the UAW contract.

The next day the union won the same contract from American Motors, the first of the "Little Three". But the corporation was granted a delay; it does not have to begin building up a fund until September 15, 1956, and payments from the fund will not begin until a year after that.

American Motors also extended its SUB plan to certain office workers represented by the UAW. About 500 clerks and engineers at the company's special products division are represented by the union.

International Harvester Company signed a similar contract after a 26-day strike and Bendix Aviation Corporation after a one-week strike.

An agreement between Allis-Chalmers and UAW provides 65 per cent of take-home pay for 26 weeks, as against Ford's and GM's a 65 per cent for the first four weeks (after a one-week waiting period) and then 60 per cent, including unemployment benefit. Another feature of the Allis-Chalmers agreement is that employees may draw all payments in a lump sum, after either exhausting their state unemployment benefits or returning to work before benefits are exhausted.

The first supplementary unemployment benefit plan of major importance negotiated by the CIO Electrical Workers is contained in a three-year agreement with Vickers, Inc., in Detroit, which affects about 1,700 employees. It follows the Ford and GM pattern.

The Glass Workers' contracts with the Pittsburgh Plate Glass Company and the Libbey-Owens-Ford Company provides only $30 weekly up to a maximum of 20 weeks. Both contracts run for three years.

The President of the Hamilton Can Workers' Union, Claude Boult, said last month the layoff plan contained in the agreement signed by the United Steelworkers covering other company plants "is not guaranteed, is not annual and is not a wage".

He added: "The best answer to the continuous introduction of automatic machinery is the reduction of the work-day and the work-week."

Immigration Total Down For First Nine Months

Immigration to Canada continued to decline during the summer, reducing arrivals for the first nine months of the year by 40,246, compared with the same period in 1954.

The Department of Citizenship and Immigration reported last month that 28,190 persons, representing 43 ethnic groups, arrived in Canada in the July-September period. For the nine-month period arrivals declined to 86,607 from 126,853 a year ago.

The largest number of immigrants came from England, Ireland, Scotland and Wales. They totalled 8,862 for the three months and 24,032 for the January-September period, compared with 36,111 over the nine months last year.

Italian immigrants totalled 15,512 for the nine months as against 19,327 in 1954. Immigrants from Germany declined to 13,866 from 24,583 a year ago, and those from the Netherlands to 6,367 from 15,318. However, immigration from the United States increased to 7,899 from 7,559.

The bulk of immigrants who arrived in the nine-month period settled in Central Canada. Ontario received 45,102; Quebec, 17,164; British Columbia, 9,139; Alberta, 6,331; Manitoba, 4,080; Saskatchewan, 2,182; Nova Scotia, 1,534; New Brunswick, 515; Newfoundland, 348; Prince Edward Island, 105; and the Yukon and Northwest Territories, 53.

Ford Won't Depart from Present Layoff Plan

The prevalent belief that the present layoff benefit plans may expand into the UAW's formula for a guaranteed annual wage was rejected by M. L. Denise, Ford's general industrial relations manager, in a recent speech before the American Management Association. He said that his company would submit to a strike of "indefinite duration" rather than depart from the basic principles of its present layoff plan, which are: limited and predictable company liability, complete integration of benefits with state unemployment compensation laws, maintenance of incentive for laid-off employees to look for jobs elsewhere, and protection for higher seniority employees.

He expressed his company's concern about the drift of certain layoff plans, such as those of the glass companies, which allow benefits without regard for the employee's eligibility for state benefit.

Another Ford spokesman said elsewhere that the company will not press the state legislatures for higher state benefits. He said that Ford will "leave to the legislature its inherent right to determine what should be the level of the state benefits".

Montreal Brewery Gives 36-Week Wage Guarantee

A guaranteed weekly wage instead of hourly rates, guaranteed layoff payments and guaranteed wages for sickness for up to a full year are among the provisions of a new collective agreement covering 1,100 employees of Molson's Brewery, Ltd., Montreal. The agreement, which runs for two years, took effect on October 3.

Guaranteed layoff payments of $13 a week for those with three years' seniority at the beginning of the agreement, together with unemployment insurance benefits, will give a laid-off employee from 60 to 65 per cent of his regular wages for a continuous or interrupted period of up to 36 weeks. During this time he will retain full seniority and pension fund standing. The new contract also provides for payment of regular wages for four weeks for each unrelated illness, and base wages for a further 48 weeks, making a total of 52 weeks of paid absence through illness during the period of the agreement.

The base wage agreed upon will be $67 a week in the first year and $69 a week in the second year of the agreement. Regular wages range up to $80 a week for production workers and $91 for tradesmen.

Eight statutory holidays and three weeks' vacation for those with 15 years' service are also provided.

Rail Unions Demand Pay Rise, Welfare Plan

An 18-per-cent wage increase and a welfare plan that would cost an estimated 8 cents an hour were demanded in the proposals for a new contract made early in November by the non-operating railway unions to the five major Canadian railway companies. The cost of the wage increase (equivalent to an average of 25 cents an hour for the 150,000 workers involved) is estimated to be $70,000,000 a year, while the benefit plan might cost another $23,000,000; making a total cost of more than $90,000,000 annually.

(Gross earnings of 17 Canadian railways in July amounted to $101,937,975, which was 7·8 per cent more than the $94,590,413 for 16 railways reporting a year earlier, according to a recent Dominion Bureau of Statistics statement. Comparisons of returns of 16 railways shows that revenues rose 3 per cent and expenses dropped 1 per cent in July 1955, compared with the previous year.

(The number of workers employed by Canadian railways declined 7·4 per cent last year to 196,307 from 211,951 in 1953, and their total salaries and wages fell to $661,829,774 from $724,077,594, a drop of 8·6 per cent, DBS reports.)

The welfare plan, which the unions want the companies to finance entirely, would include: life insurance of $2,000 or $3,000 for each employee, depending on his earnings; and sickness, injury and other disability benefits for all workers, their wives, and children under 18 years of age. The unions have not specified the scale of benefits they have in mind.

The present collective agreement expires on December 31, and it is understood that the unions propose that the benefits should go into effect immediately after that date.

Shortly before the Canadian unions presented their demands, the threat of a nation-wide strike by the Brotherhood of Locomotive Firemen and Enginemen in the United States was averted when the country's principal railways reached agreement with the union in a "package" settlement of wage increases worth 17 to 17½ cents an hour retroactive to October 1. A little later the main American railways entered into an agreement with the Brotherhood of Locomotive Engineers for a general wage increase of 5 per cent, and an additional 2 per cent as an adjustment of

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differentials between locomotive engineers and other classes of railway workers. These increases were also retroactive to October 1.

On September 30 a strike called by the Brotherhood of Locomotive Engineers against the Indiana Harbor Belt Railroad was ended three hours after it started by a federal court order.

Rehabilitation Agreement Signed by Ontario

Hon. Milton F. Gregg, Minister of Labour, signed an agreement with the province of Ontario on November 7 covering federal-provincial co-operation in the field of rehabilitation for disabled persons and federal financial assistance towards the cost of the rehabilitation program in Ontario.

The agreement was signed for Ontario by the Hon. Louis P. Cecile, Minister of Public Welfare. Mr. Cecile administers the Rehabilitation Services Act, 1955, under which the province of Ontario has been expanding its rehabilitation program.

Gifford C. Price of Toronto, who is the Director of Disabled Persons' Allowances and Rehabilitation Services for the Ontario Government, will also handle the administration of the province's part in the agreement.

British Hold Conference On Automatic Factories

Effects of automation in the industrial community as a whole will be neither as widespread nor as dramatic as might be supposed, the British industrial magazine *Scope* said in a recent article on automation entitled "Some Problems of Automation".

The article dealt with papers presented at a conference held at Margate, England, whose theme was: "The Automatic Factory: What Does It Mean?"

In one paper, Prof. B. R. Williams, Professor of Economics at the University of North Staffordshire, said: "We have a great deal of time to see the problems emerging. We have good reason to expect growth towards the automatic factory to take place at different rates, and in different ways, in the various industries....

"The great advance towards the automatic factory in oil refining is due to a combination of technical, economic, and historical factors, not found in older industries. The technical reason in the case of oil refining is that, consequent on the introduction of cracking towers, refined oils are produced by a physio-chemical process that is continuous.

"The long run of standard product, the continuous process—these are the conditions that most favour the automatic factory. But they are not typical of industry".

A. J. Young, head of the Central Instrument Laboratory, International Chemical Industries Ltd., who spoke to the conference on "Prerequisites of the Automatic Chemical Factory", strengthened Prof. Williams' view. "The completely automatic chemical factory", he said, "cannot be built economically until the dynamic characteristics of plant units and of the process can be calculated, the necessary control equipment developed and designed to deal with the integrated 'multi-loop' system, and until circumstances in the industry make the completely automatic factory economic.

"The completely automatic plant, as a unit of the factory, is a more realistic target at present, but the same requirements hold good. A completely automatic chemical factory is not likely in the near future; the number of completely automatic plants built in the next ten years will probably be small."

The effects of automation, *Scope* said, such as "higher productivity with less labour, shorter hours, decentralization of buildings and plant, possible redundancy, the need for shift work, the problem of what to do with increased leisure and wages for the worker—all these effects, for good or bad, are going to come slowly, and there will be plenty of time to anticipate them".

E. Fletcher, head of the Trade Union Congress Production Department, said there would be "considerable friction unless trade unions are given full and early information of impending changes, and unless both management and trade unions give serious consideration to the problems of the individual affected".

Scope drew attention to an outline of automation advantages by Frank G. Woollard, an expert on automobile flow production. He said: "Why do we adopt automation? What do we gain? The answer is: (a) very considerable saving of direct labour; (b) greater economy in floor space; (c) much lower inventory of work in progress; (d) much greater control of processing; (e) cheaper operating heads on the machines; (f) automatic inspection of the workpiece; (g) much fuller utilization of machine capacity."

M. Seaman, General Manager of British Oxygen Engineering Co. Ltd., pointed out to the conference four main problems of adjustment to automation: "creating the right attitude in the company; guaranteeing

benefits; planning the period of capital transition; and combining jobs, leisure and training."

The single problem of labour's reaction to automation alone, *Scope* said, equalled in range and importance almost the whole body of strictly administrative and production subjects dealt with at the conference. Some points raised by Mr. Fletcher of the TUC were presented:—

"Developing automation will bring a series of problems, ranging from national economic policy to matters internal to firms, on which differences of opinion are likely: about the degree of full employment and the measures necessary to maintain it; about the pace at which automation should be introduced in general and in particular cases and whether the pace itself can or should be subject to control; about the effect of changing conditions on a fair day's work, which, like a fair day's pay, can only be properly determined by agreement; about the length of the working day or working week—a traditional point of disagreement, for while the trade union objective is the 40-hour week, agreed working hours for 1½ million operatives in all manufacturing industries are 44-45, with an average of eight hours' overtime per week; about the workpeople's share of increased productivity—which should be considerable —and how far it should be taken in the form of cash or leisure, or in the form of benefits such as sick pay or pensions, or as social benefits such as education for one's children; and, above all, about redundancy —actual and potential. Even within conditions of full employment unions will force attention to problems of redundancy and enforced changes of occupation and status, which can only partially be taken care of even by the most careful planning, including control of new entrants and retraining."

The need to educate the new technical generation now was stressed in several papers. Prof. Williams asked: "How many design engineers capable of coping with the advanced mathematics involved are we training? How many scientists, even among those going into management, have received any training in economic and human relations?" However, another paper, *Scope* said, indicated that British educationalists are well aware of the problem.

Mr. Woollard, the article noted, made the following shrewd point about strikes and the automatic age:—

"The highly complex automatic factory will be more vulnerable to strike action than the older types of workshop. Unauthorized strikes in one department, even in a small section of a department, could shut down the whole automatic factory. Strikes must, therefore, be avoided, responsibility must take the place of emotion, the conference table must replace direct action."

U.S. Congress Studies Impact of Automation

Fears that automation will cause large-scale unemployment appear to be without much foundation, according to information brought out at the Congressional hearings before the Joint Economic Committee in the United States last month.

First, it was shown that it is not feasible to apply automatic processes rapidly. The industries in which automatic machinery is most likely to be used in the future are those in which it has already been in use for some time. Oil refining, flour milling and chemical production are cases in point. Automation in these industries would thus be only a continuation of changes which have been going on for a considerable period.

Automation is not applicable to any and every kind of production process. D. J. Davis, Vice-president of Ford Motor Co., testified that automation is economically justified in the manufacture of Ford engine components, but not for tractors and Lincoln engines. The lower volume required would rule it out. Don G. Mitchell, President of Sylvania Electric Co., stated that in one-eighth of the usual shift automatic machines could produce enough small table radios to meet half the country's needs for a year. But people do not want to buy an article which is identically the same as everyone else has. Automatic equipment is used in making parts which are common to many TV and radio sets, but making up the sets manual operations are necessary.

Large capital costs and shortage of trained persons are additional retarding factors. U.S. Secretary of Labor James P. Mitchell noted that the newest automatic devices are often economically justifiable only in a rapidly expanding industry or type of operation. This fact offers some assurance that other jobs will be found for those directly affected.

Another consideration is that a reduction in the number of productive workers may be compensated for by an increase in the demand for labour in distributive and service trades. It was pointed out that since we can produce tools and services with about two-fifths the labour required per unit in 1910, three-fifths of our labour

force ought to be unemployed at the present time, according to the reasoning of the alarmists, it was pointed out.

Another witness, Dr. Walter S. Buckingham Jr., associate professor of industrial management at Georgia Institute of Technology, told the Committee that automation was full of glowing promise, social significance, and potential danger.

Prof. Buckingham said mechanization increases wealth and reduces drudgery in the long run, but in the short run it may cause hardships to workers whose skills are rendered obsolete, diluted by specialization or whose jobs are abolished.

In reference to automation's rate of speed, Dr. Buckingham said industries could be classified according to their susceptibility to automation. He cited three groups:—

First, those industries in which automation has already made and should continue to make progress, such as oil refining, flour milling, and chemical production.

Second, a group in which some automation is possible, but full or complete automation is not likely, such as transportation, large-scale retailing, and the manufacture of certain non-standardized consumer products like furniture.

Third, a group in which no significant application of automation seems likely, such as agriculture, mining, professional fields, and most construction and retailing.

Dr. Buckingham said it was on the employment of labour that automation had its greatest impact.

Walter Reuther, CIO President, told the Committee that the machines held the promise of a better life for everyone if the fruits of the more efficient production are shared equitably.

"If we fail to solve the problems that will probably crowd upon us, we may be forced to undergo shattering economic dislocations that could threaten our whole economy and our free society," he said.

The CIO head said machines would cut down employment opportunity while the population and work force expanded. A four-day, 32-hour work-week, plus longer vacations, should be adopted to keep the work force in line with dwindling work requirements as machines more and more take over human tasks, he said. He predicted the 32-hour work week by 1965.

To help keep down the work force, Mr. Reuther advocated more schooling and earlier retirement.

Employers, he said, must be made to pay for retraining displaced workers for new jobs.

Though other witnesses had suggested the trend towards automation would be gradual, Mr. Reuther predicted it would be a fast process.

Sylvania Electric's President Mitchell, on the other hand, said the demand for goods would be so great that he doubted a work-week of much less than 40 hours by 1975, unless automation was stepped up.

New lines of business, even new industries, Mr. Mitchell said, were being born all the time to meet an ever-rising demand.

He said the electronics industry, which had doubled since the end of the Second World War, would double again in the next 10 years.

Until 1938, he said, there was no fluorescent lamp industry. It had grown without displacing the incandescent lamp industry. "An enormous expansion in lighting will take place during the next several years, and mechanization will be the only way to meet that demand."

Increased demand for, and availability of, the products of the electronics industry had brought a great expansion of the basic material industries, metal, glass, chemicals, plastics, Mr. Mitchell said.

Otto Pragan, Research and Education Director of the International Chemical Workers Union (AFL), said chemical output had risen 50 per cent but the number of production workers had increased only 1·3 per cent. The number of non-production workers—professional, supervisory, clerical, and sales personnel—had increased by more than 50 per cent. Last year there were two production workers to each non-production worker; in 1947 the ratio was as high as three to one.

The retraining of workers to acquire new skills, Mr. Pragan said, had already become a collective bargaining subject but government action on all levels may be required, he said.

Howard Coughlin, President of the Office Employees International Union (AFL), said while his view of the future wasn't gloomy, he felt many individuals who had spent their lives acquiring certain skills would receive a shock when they saw machines do in seconds work that would take them days and weeks to accomplish.

Robert C. Tait, President of Stromberg-Carlson Company, said the impact of automation on the United States economy would be gradual and evolutionary rather than sudden and revolutionary.

Automation, Mr. Tait said, was being directed largely towards manufacturing processes, and that manufacturing provided less than a third of total employment.

Elsewhere on the automation front:—

At Detroit, Milton Cross, president of the Cross Company, announced that the quarter-mile-long automatic assembly machine made by his company and used by Plymouth for two months had cut engine assembly costs by 50 per cent and reduced by 20 to 25 per cent the amount of labour required.

The installation, operated at Plymouth's new Detroit plant, requires about 150 men to assemble 150 Qualimatic V-8 engines an hour. Standard assembly line operations use some 50 more men to turn out the same number of engines in the same time, Ralph Cross, Vice-president of the machine tool company, said.

Men freed from the assembly line work, he added, had been shifted to other jobs in the plant.

Some operations still could not be performed automatically by the machine, the Cross Company President said. One of these was the setting of tappets. When solved, he said, it would be incorporated into the machines' operation.

Full automation, Milton Cross said, would not "be possible until sometime in the future because of complex engineering problems. In many cases, the design of the product must be changed to take full advantage of the new techniques. Then, technicians must be trained, cost of new equipment must be evaluated and both the consumer and the worker must be educated to the advantages."

At Ottawa, J. A. Calder, Past President of the Canadian Manufacturers' Association, said in addressing a recent meeting of the National Office Management Association that now was the time to prepare offices for electronic equipment.

You couldn't sit back, Mr. Calder said, and wait for electronic computers and the like to solve all your problems. These machines were not, he said, like new cars that could be used effectively at once.

The office of the future, he said, wouldn't be a big electronic brain or robot which would dispense with the need for existing staffs.

"On the contrary," Mr. Calder said, "these machines will not mean that we'll have less to do but mean that we can do more."

A health program approved by the Syrian Cabinet at the end of October will provide medical care, medicine and hospitalization without charge to citizens with low income. Everyone with an income of less than $70 a month will be eligible.

Predicts End of Layoffs, Salaried Plant Workers

An era of stabilized employment, in which layoffs and overtime work would be almost unknown, and in which factory workers would be paid on a year-round salaried basis, was predicted "within our lifetime" by Robert C. Hendon, Vice-president in charge of operations for the Railway Express Agency. He was speaking before a conference of the American Management Association in New York.

Mr. Hendon said that labour would have to surrender many of its past privileges if jobs were to be "regularized". Among the matters in which unions would have to accept greater responsibility, he declared, were higher productivity, less absenteeism, fewer work stoppages and easier transfer of workers from job to job or from plant to plant.

U.S. Employment Sets Record for September

Total civilian employment in the United States in September was 64,700,000. This was 750,000 less than in August—a seasonal drop caused by the return to school of students who had been working during the holidays—but 2,500,000 more than a year earlier, and a record figure for the month.

There was also a seasonal reduction in total unemployment to 2,100,000 from 2,200,000 in August. Insured employment dropped by 100,000 to 870,000 during the same period. The return to school of students who had been looking for jobs helped to reduce total unemployment, while the ending of vacations in most plants contributed to the decline in the insured group. Both series are down sharply from a year before, by 1,000,000 and 700,000 respectively.

The national rate of insured unemployment was 2·5 per cent, the lowest since October 1953.

The factory work week rose by half an hour to 41·0 in September. This was 1·3 hours higher than a year earlier, and higher than in September in any previous year except 1952. Average weekly earnings rose by $1.57 during the month to $77.90, a new all-time high record.

A total of 10,849,000 persons, 375,000 less than a year earlier, worked on farms during the week of September 18-24. The increase from a month earlier, which at about 1,250,000 was a little less than usual, occurred mainly in the South.

Tax Benefits for Firms Using Older Workers?

That the state should investigate the possibility of granting tax benefits to companies that employ older workers was the proposal made last month by New York Assemblyman Eugene F. Bannigan to the employment committee of the N.Y. State Conference on Problems of the Aging. Mr. Bannigan suggested that "some sort of tax inducement to the private employer, probably in the unemployment insurance fields," might prove desirable.

He also made a proposal for keeping state workers on the payroll in a half-time capacity after their retirement age. He said a $4,000-a-year clerk's job, for example, could be divided in half, with one experienced retired employee working the morning hours and another in the afternoon.

A short time after this Dr. Irving Lorge, Professor of Educational Psychology at Teachers College, Columbia University, told the Gerontological Society in conference at Baltimore that time-honoured beliefs about the aged are becoming outmoded. He said that Bismarck's age-65 milestone marking the retirement age in the 19th Century is out of date.

Skill Losing Recognition Once Enjoyed—Carpenters

"Skill is losing the recognition it once enjoyed. It is losing not only its prestige, but also its comparative earning capacity." This is the opinion expressed in an article published in the October issue of *The Carpenter,* official organ of the United Brotherhood of Carpenters and Joiners (AFL-TLC).

In support of this statement, the results of a study conducted by Prof. Earl E. Muntz of New York University are cited. This study showed that in 1907 the wages of skilled craftsmen in the building trades were 85 per cent higher than those of labourers and helpers. By 1947 this differential had come down to 43 per cent.

According to Prof. Muntz, another research worker found that taking the average earnings for representative unskilled occupations as a base of 100, the median wage of a skilled worker was 205 in 1907, and that in subsequent years the percentage shrank as follows: 1918-19, 175 per cent; 1931-32, 180 per cent; 1937-40, 165 per cent; 1945-47, 155 per cent; while for 1952-53 the percentage was down to 137.

This decline, Prof. Muntz says, has been general throughout the United States, although it has affected some regions less than others. "The process was particularly rapid during the First World War, was arrested during the depression, accelerated rapidly when the United States was building up her military strength just before entering the Second World War, and developed at a gradually increasing rate during the war. Differentials have also narrowed sharply since the war. Current examples show that this trend is still continuing."

Reasons for this reduction of differentials given by Prof. Muntz include: improvement in educational standards, with an increasing proportion of students going on to industrial courses; equalization of wages for men and women working on the same job; and the elimination of lower wages for minority groups. Other reasons advanced by the writer of the article are the gradual reduction in the number of unskilled jobs and the growth of industrial unionism. Such unions tend to try to get cents-per-hour increases rather than percentage increases. Escalator clauses also work in the direction of reducing differentials.

Served 10 Ministers, R. M. Cram Retires

The Department of Labour honoured one of its retired executive officers when R. M. Cram, Assistant Director of the Economics and Research Branch, recently concluded 35 years of outstanding service.

In addition to his service with the Department, Mr. Cram had several years' previous service—first with the old Department of Marine and Fisheries (as a summer student in 1911) and later with the old Department of Interior (Topographical Surveys).

In the Department of Labour Mr. Cram served under ten Ministers, from Senator Gideon Robertson's first period of office to the present Minister, Hon. Milton F. Gregg.

During that period his work as a labour statistician brought him into close contact with the development of the labour movement in Canada. "His competency and his devotion to his exacting duties gave him high status among both labour and management leaders in Canada," said George V. Haythorne, Assistant Deputy Minister.

The occasion of his departure was marked by an informal departmental gathering assembled to honour a colleague whose work in large measure was the measure of the success of the Department.

On behalf of the Department Mr. Cram was presented with an original oil painting, a landscape by the well-known Canadian artist, Dr. M. H. Haycock.

Apprentices Insufficient To Fill Replacement Quota

A possible total of 231 apprentices in bricklaying, carpentry, electrical construction, plumbing and steamfitting was all that Nova Scotia's apprenticeship program would produce for the province's building trade in the next four years, R. H. MacCuish, N.S. Director of Apprenticeship, said at a provincial conference on apprenticeship training held earlier this year.

Mr. MacCuish told the conference that according to the Dominion Bureau of Statistics the normal death rate in these trades each year was 443 tradesmen. He said that in the next four years there would be only 231 apprentices to replace close to 2,000 building tradesmen, provided those registered completed their apprenticeship successfully.

"Apprenticeship should not be taken for granted", Mr. MacCuish said. "It is as old as civilization and yet as new as the youngest trade in modern industry."

Not Enough Schools

Most of the replacements to the building trade, Mr. MacCuish pointed out, were direct entries or boys who are handy with everyday tools and who consider themselves tradesmen after exposure to the trade for four or five years, or sometimes less. Some replacements, he said, came from vocational high schools but there weren't enough vocational and trade schools in the province to meet the need.

Mr. MacCuish at the same time also drew attention to apprenticeship training in motor mechanics. According to Dominion Bureau of Statistics figures, 52 motor mechanics died each year in Nova Scotia, he said. "We will have 84 motor mechanic apprentices trained in the next four years. In other words, about 52 deaths and 21 replacing them through apprenticeship each year."

Labour Groups to Submit Briefs to Cabinet in Dec.

Delegations from Canada's major central labour organizations will make their annual submissions to the Cabinet next month.

The Trades and Labour Congress of Canada will present its brief on December 14, the Canadian Congress of Labour the next day and both the Canadian and Catholic Confederation of Labour and the National Legislative Committee of the International Railway Brotherhoods on December 16.

Group Aims to Increase Wintertime Construction

The Canadian Construction Association has sponsored the setting up of a committee on which employers, labour and the architectural and engineering professions are represented whose aim it will be to increase still further the volume of wintertime construction. The Department of Labour is actively associated with the project.

Represented on the committee are: the Canadian Chamber of Commerce, the Canadian and Catholic Confederation of Labour, the Canadian Manufacturers' Association, the Engineering Institute of Canada, the National Housebuilders' Association, the Royal Architectural Institute of Canada and the Trades and Labour Congress of Canada. The National Research Council is also actively associated with the project.

"Our main task," said Chairman Raymond Brunet, a former CCA President, "will be to overcome the outmoded notions still held by many people that construction work carried out in the wintertime is inferior in quality or excessive in cost. Such views do not take into account modern techniques which permit with few exceptions construction work to be carried out efficiently in winter weather."

Cabinet Directive Commended

The joint committee emphasized that the timing of construction jobs depends mainly on the decisions of owners and the actions of architects and engineers engaged to design the project. The recent Cabinet directive to all federal departments and agencies to commence their projects so as to bring about the maximum amount of wintertime employment was commended. A similar policy is to be advocated to other government bodies, banks, religious organizations, utilities and large industrial firms. Individual borrowers of NHA and home improvement loans would also be encouraged to have their work done during the winter.

Other activities approved by the committee in its campaign for levelling out the construction program during each year include:—

1. The preparation of a booklet describing wintertime construction techniques;

2. A study of methods followed in Scandinavia in making construction a "year-round" activity;

3. The establishment of local joint committees to promote wintertime construction in their areas;

4. A comprehensive publicity and education program by each of the member organizations of the national joint committee.

"Great strides have been made in reducing seasonal shutdowns in building," said Mr. Brunet, "but a look at last winter's record shows that we have plenty of scope for further improvement. Although the industry is experiencing record demands for its services, 27 per cent of those unemployed last winter were construction workers. They received more than $33 millions from the Unemployment Insurance Fund but their purchasing power was of course very much lower than if they had been earning regular wages.

"If last winter's experience is repeated, about one-quarter of the half million construction workers now employed will be laid off next February. This figure can be reduced if more buildings are closed in by December, if more repair and maintenance work is done during the winter months and if greater attention is given in planning to the scheduling of projects. Earlier completion dates and occupancies usually more than compensate owners for any additional costs involved due to such items as heating or snow removal."

Eskimos Taught Skills by Dept's Training Branch

Under a plan being carried out by the Canadian Vocational Training Branch of the Department of Labour, natives of the Canadian Northland are being taught skilled trades. According to the Northern Affairs Department, 50 men and women from the North are now studying in the "South" under the plan, which includes 20 courses ranging from dressmaking to electronics.

A Department official said that it is not compulsory for trainees to return to the North with their new skills "but they will; they always want to go back".

New B.C. Representative For LMCS Appointed

R. E. (Reg) Jackson, Vancouver, has been appointed British Columbia field representative of the Labour-Management Co-operation Service, it was announced last month. The appointment was made following a competition under the Civil Service Commission open to qualified applicants from all parts of British Columbia.

Mr. Jackson's duties will be the promotion of labour-management co-operation through joint consultation.

Before joining the staff of the Labour-Management Co-operation Service, Mr. Jackson was employed, since 1941, as an employment supervisor in the Vancouver office of the National Employment Service. Before that he had been employed by the British Columbia provincial employment service.

In 1945, he was engaged in the work he will now be doing, when on loan from the NES. Prior to entering government service, Mr. Jackson was associated with the International Association of Machinists.

Conventions of Provincial Labour Federations

British Columbia Trades Union Congress (TLC)

The first aim when Canada's two big labour congresses unite will be complete social security for Canadian workers, Claude Jodoin, President of the Trades and Labour Congress of Canada, told delegates to the British Columbia Trades Union Congress annual convention held in Vancouver September 28, 29 and 30.

Mr. Jodoin was countering a statement by A. J. MacDonell, Past President of the British Columbia section of the Canadian Manufacturers' Association, that Canada would be controlled by the giant trade union group.

Within minutes of the convention opening Wednesday, John Bruce, 80-year-old veteran organizer of the Plumbers' union, levelled the charge of "fascism" against an attempt by the British Columbia Chamber of Commerce to secure "right to work" laws and a ban on information pickets. He accused the Chamber of a negative approach and of having offered no answer to the unemployment problem.

Mr. Bruce predicted even more unemployment through the advent of automation and eventual use of atomic power in industry unless the problems are tackled

realistically. He warned the Congress to beware in case workers became "pawns in the game".

TUC President James Barton declared unemployment should be unknown in Canada. "However", he said, "all indications are that this problem will be equally sharp in the coming winter as it was a year ago and probably more so."

Mr. Barton urged delegates to strengthen the forthcoming TLC-CCL merger by calling for a similar merger between the TUC and the CCL's British Columbia Federation of Labour.

"The merger would open up before us a vision of a single all-embracing and powerful Canadian trade union movement which must become a tremendous force, not for sectional interests, but for the greater advancement of our unions and our nation," he said.

A call for a guaranteed annual wage campaign by British Columbia unions came before the delegates on the first day of the three-day convention. It was part of a plan submitted by the Vancouver Trades and Labour Council to deal with the introduction of automatic machines in the province's industries.

"Boon to Workers"

The proposal pointed out that automation can be a "boon to workers" by creating higher living standards, if the benefits are distributed wisely. It suggested provision for retraining displaced workers at company expenses; higher pay and job classification for workers on automatic machines; seniority protection, and rehiring priority for displaced employees.

A resolution presented on the convention's opening day by Ocean Falls Local 312 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers proposed TUC affiliation should be open to "all *bona fide* trade unions regardless of the personal beliefs of their officers or members".

Resolutions committee chairman William Black urged its rejection "because it is contrary to the policy of the TLC to which we are affiliated".

J. W. Terry, a delegate from the sponsoring union, said he didn't hold any brief for "ologies" and "isms" but the resolution concerned Canadian democracy.

On the last day of the convention, the resolutions committee brought in a surprise recommendation to rule the proposal, which would re-admit Communist-led unions to the TUC, out of order. TUC President James Barton backed the committee ruling, although he regretted doing so, he said.

The committee ruled the resolution out of order on the grounds that it was contrary to Trades and Labour Congress policy.

The move by the resolutions committee surprised the convention, which had instructed it to bring back a recommendation urging the Trades and Labour Congress of Canada to reconsider its policy towards the Communist-led unions.

Delegates voted 101 to 60 to block the Pulp, Sulphite and Paper Mill Workers' resolution.

Caught with nearly one-third of its delegates missing, the Congress later passed a resolution favouring the re-admission of expelled Communist-led unions.

The decision, reached in the closing stages of the three-day convention, reversed the earlier vote.

Delegates had been drifting away for some time when it became known that the second resolution on the bitterly-contested issue remained as the final item. However, Pulp, Sulphite and Paper Mill Workers delegates and Street Railwaymen's Union representatives, who formed the core of the "progressive" group, remained in strength.

James Barton first ruled it out of order again, then changed his mind when it was pointed out this was a call for a change in the TLC constitution and not an attempt to circumvent it.

Hospital Employees Federal Union delegate William Black denounced the ban on a wage increase for British Columbia hospital employees after one had been negotiated through conciliation boards. A resolution condemning the wage-freezing order was unanimously endorsed by the delegates.

The delegates endorsed Mr. Black's call for a Royal commission to examine the financial structure of the British Columbia Hospital Insurance Service.

Plans to merge British Columbia's two provincial labour organizations was approved without a single comment.

British Columbia's Labour Minister Lyle Wicks placed the provincial government solidly behind the merger of Canada's two labour congresses when he addressed the convention.

"Unity is welcomed by your government," he said, "for it realizes the workers of our nation and province may speak together in all matters".

In answer to a strong attack on the provincial government by TUC executives for lack of action on labour requests, Mr. Wicks pointed to a $30,000,000 public works program which will be launched this winter to alleviate unemployment.

Elections on Friday brought another surprise. R. K. Gervin, the TUC's Secretary-Treasurer since its formation in 1952, was beaten 95-79 by John Hayward, delegate for Street Railwaymen's Union Division 101, the same union to which Mr. Gervin belongs. Mr. Hayward, whose victory was perhaps the greatest surprise, had gained considerable prestige with a careful analysis of British Columbia's natural resources and labour's proposed changes.

James Barton, Plumbers, was returned to the presidency with a 104-71 victory over William Black, Hospital Employees. Victor Midgley, Carpenters, was elected Vice-president by acclamation when William Black declined to run for the secondary position.

For posts on the executive, Stan Wilcox defeated George Johnston by one vote and Pat O'Neal, Bob Beddome, Henry Phelps, and Percy Rayment were re-elected. Two executive seats were left vacant.

New Brunswick Council of Labour (CCL)

The federal Government was urged to make a survey to determine the mineral resources of New Brunswick by the 10th annual convention of the New Brunswick Council of Labour, at Moncton. The resolution requested that the southern sector of the province, from St. Stephen to Moncton and from Minto to the Bay of Fundy coast, be surveyed.

The council said the province is now experiencing the greatest development of mineral resources in its history. This, it was said, was mainly due to a survey made by the federal Government of a small section of the province in 1950.

Another resolution urged the Canadian Congress of Labour to establish a strike fund for immediate and continued use in the event of a strike by one or more of the directly-chartered or affiliated locals. This method, the Council claimed, will effect an equality in pay for all strikers, and will provide the striking local with better bargaining powers.

Provision of work for "more than 3,000 unemployed in the Saint John area" was demanded in another resolution, which endorsed a conference proposed by the Civic Employment Committee in Saint John to discuss the problem.

Three other important resolutions brought before the convention concerned: a change in injunctions against picketing during a strike, the Passamaquoddy Bay project, and the construction of the Chignecto Canal.

Joseph MacKenzie, CCL Director of Organization, said in addressing the meeting that he was sure the proposed merger of the Trades and Labour Congress of Canada with the CCL would be effected this year or early next year.

"It is not a matter of the TLC being absorbed by the CCL or the CCL being absorbed by the TLC. One house is not being taken in by another. We are forming a brand-new house, and we are going to get along well in it," Mr. MacKenzie said.

"In the near future, there will be times when locals from one will be asked to meet with their counterparts of the other to discuss ways of handling problems of mutual interest and integrating their resources."

He predicted many problems both before and after the merger is completed but, with understanding and co-operation from the outset, these can be overcome, he said.

Donald A. Elliott of Moncton was elected President of the Council, succeeding Floyd Cherry of Saint John. Tom W. Jones, Jr., was elected First Vice-president, and James H. Leonard, Second Vice-president. Ralph E. Evan, was re-elected Secretary-Treasurer.

Elected as members of the executive committee were Angus MacLeod, Gilbert Belleville, and C. J. McAllister.

A review of accomplishments of the New Brunswick Council was given by Don Cochrane, provincial Deputy Minister of Labour. Mr. Cochrane pointed out that workmen's compensation benefits had been increased from 66 per cent of the average wage to 70 per cent and efforts had been made to provide as much additional employment in the construction field as possible during the winter months.

Forward steps had been taken in providing vacation pay, he added, pointing out that 9,000 vacation pay booklets had been issued in the past year and that more than 500,000 vacation pay stamps had been issued.

Fifteenth Annual Convention of the Canadian Congress of Labour

Record number of delegates—909—overwhelmingly approves TLC-CCL merger agreement, recommends complete overhaul of government conciliation services, offers solution to problems arising from automation

It took only one hour and 15 minutes for the 15th annual convention of the Canadian Congress of Labour to approve, overwhelmingly, the TLC-CCL merger agreement, thus clearing the way for unification of Canada's two largest central labour organizations as the Canadian Labour Congress, a body that will comprise more than a million members. The decision decreed that this 15th convention would be the CCL's last.

The convention, with 909 delegates the largest labour gathering ever seen in Canada, was held in Toronto October 10 to 14.

In other moves of outstanding importance, the convention offered a 10-point solution to the problems that may arise from the introduction of automation, rejected a demand that the Congress seek to end United States control and direction of unions in Canada, approved a lengthy statement on foreign policy and defeated a move to have the CCL arrange an exchange of visits of trade unionists between Canada and the Soviet Union.

The convention also unanimously approved a resolution recommending what amounts to a complete overhaul of government conciliation procedures in Canada and, in effect, endorsing the recent walkout by United Auto Workers negotiators from conciliation board hearings in the dispute between the union and the General Motors Corporation.

Both President A. R. Mosher and Secretary-Treasurer Donald MacDonald were re-elected by acclamation. It was thus assured that Mr. Mosher, who helped organize the Congress and was its first President, would be the only leader the CCL had in its 15-year existence. In the election of officers, three of the four Vice-presidents were re-elected and four new members were named to the eight-member executive committee.

Prominent among the guest speakers who addressed the convention were the Hon. Milton F. Gregg, Minister of Labour; Claude Jodoin, President of the Trades and Labour Congress of Canada and the man generally believed to be slated to head the merged federation; Walter Reuther, President of the Congress of Industrial Organizations; and Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America, who was representing the International Confederation of Free Trade Unions.

Presiding at the opening ceremonies was Dave Archer, President of the Toronto and Lakeshore Labour Council. Mayor Nathan Phillips of Toronto welcomed the delegates to the city.

Merger Agreement

By an overwhelming vote in favour of the TLC-CCL merger agreement, the convention cleared the last hurdle on the road to unification of Canada's two largest central labour organizations, healing a long-standing breach between the two congresses and making certain the formation of the Canadian Labour Congress with a membership of more than a million. While the vote was not unanimous, as it was at last May's TLC convention (L.G., July, p. 758), those who remained seated for the standing vote numbered only about half a dozen.

Of the nine speakers in the discussion that followed the presentation of the report of the officers reports committee, not one expressed opposition to the idea of merger. But some took issue with certain aspects of the proposed merger and made it plain they would attempt to have them changed at the joint merger convention in Toronto next April.

The report of the officers reports committee on the merger agreement, and on 39 resolutions touching on the merger question, which was presented by George Home, Secretary of the British Columbia Federation of Labour, stated the committee's belief that the merger agreement "should not be changed with regard to any detail whatsoever". It called for unanimous endorsation of the agreement.

Chief speaker in the debate was Secretary-Treasurer Donald MacDonald, who began by telling the delegates that

approval of the merger agreement was "the most momentous decision we have ever been called on to make".

He reminded them that at the first convention of the CCL 15 years before, a resolution calling for co-operation with the TLC with a view to eventual amalgamation was one of the first adopted.

"The document before you is not a perfect document," he conceded. "It has its shortcomings," But the unity committee did the best job possible under the circumstances, he declared.

A study of the merger agreement, he said, would show that neither congress had sacrificed or jeopardized the principles on which it was founded. "The agreement provides that neither shall absorb the other: there shall be a natural amalgamation into one autonomus congress. There is recognition of the fact that as far as basic principles are concerned, the major differences that have separated us have been dissipated.

"There is acceptance of the concept of industrial unionism. The integrity of each and every affiliate is recognized and to guarantee that that principle will be given effect we are recommending the continuance of the no-raiding agreement. There is recognition of our policy that we are unalterably opposed to nefarious ideologies of any form of totalitarianism. We will include provisions in the constitution to see that no *bona fide* group will have its interests and welfare sublimated to a philosophy to which we stand opposed."

He admitted that some CCL members had "serious misgivings" about some details of the merger arrangement, notably, the system of representation and the proposal to hold conventions only every two years. He urged the delegates not to become "bogged down" in a discussion of details.

"This merger agreement is the vehicle that will transport us into the new House of Labour that will be much better equipped to do the job that remains to be done," he declared. That job, he indicated, was to organize the three million Canadian workers not now organized. It will be harder to organize them than it was to organize those who are now union members and "the only instrument through which it can be done is the merger agreement," he concluded.

Larry Sefton, Director of District 6, United Steelworkers of America, added that the merger would provide the opportunity to organize the white-collar and public service fields.

Mr. Sefton was the only speaker to introduce the question of the new organization's political affiliation. He said he intended to "get up on the floor of the new congress and discuss politics". One of the things the CCL had done, he said, was to add a "new dimension" to the thinking of the workers about politics.

"We have come to realize that we can't settle all problems facing us at the bargaining table. We are no longer satisfied to let other people make our laws for us. We are going to send our own people to Parliament."

R. J. Lamoureux, President of the Quebec Federation of Industrial Unions, said there would be greater difficulty in effecting merger on the provincial level than on the national level "unless we submerge some of our personal views".

Three speakers—William Mahoney, Asst. Canadian Director of the Steelworkers, Stan Thornley of the United Rubber Workers, and Walter Smishek of the Retail, Wholesale and Department Store Employees' Union—called attention to the "danger" to the industrial form of unionism in the proposed system of representation. Mr. Mahoney, however, advised the delegates to wait until the merger convention to resolve the question.

Later the convention committee on organization, chaired by Mr. Mahoney, recommended that the Congress attempt, between now and the merger, to have its directly chartered locals join appropriate CCL affiliates.

When the vote had been taken, an invitation was sent to TLC President Claude Jodoin to address the CCL convention.

The merger convention will open in Toronto on April 23, 1956.

Automation

While it favours "every technological change that lightens human toil," the Canadian Congress of Labour expressed the fear in a resolution adopted at the convention that automation might mean "greater wealth for the few and unemployment for the many" rather than abundance and leisure for the many.

The CCL's suggested solution to the problem was a Government-sponsored conference of government, management and labour representatives "to plan the introduction of automation" so that the abundance would be assured and the unemployment prevented. The resolution listed ten specific steps that the Government should take:

(1) to introduce the guaranteed annual wage, or other forms of regular and rising income, without which automation will break down;

(2) to shorten the work-week without loss of take-home pay as fast as the increased productivity makes possible and as the maintenance of full employment makes necessary;
(3) to maintain general full employment, so that workers displaced from one job or one industry will have others to go to;
(4) to provide severance pay for displaced workers;
(5) to provide re-training for displaced workers wherever possible;
(6) to direct the location of industry so as to avoid ghost towns or distressed areas; or, where this is not possible, to assist the movement of labour from such areas to areas of full and expanding employment;
(7) to lower the qualifying age for Old Age Security payments, and to raise the benefits, so as to provide for older workers who are displaced and cannot be easily or economically retrained;
(8) to ensure full discussion of the introduction of all automation devices with the unions concerned so as to reduce dislocation to a minimum;
(9) to give young people the necessary education to operate and maintain the automated machines;
(10) to pay the operators of the new machines wages commensurate with their skill and responsibility and with the necessity for providing purchasing power to buy the products.

The resolution also suggested action that unions should take. It called on all CCL affiliates to study "promptly and carefully" the changes in union structure, collective bargaining, workers' education and political action programs that automation may bring about. Special attention should be paid, it said, to reclassification and upgrading of workers, defence of particular skills, seniority, duration of agreements, severance pay, pensions, health and welfare, unemployment insurance policy and social security generally.

The adopted resolution was substituted by the resolutions committee for three others, one of which had urged government study of automation, one co-operation between government, management and labour, and one that affiliates seek in future negotiations a 32-hour week with the maintenance of take-home pay for 40 hours.

In the discussion on the resolution, Clifford Gunter, a UAW delegate from the Ford local in Windsor, described an example of the effects of automation that he had knowledge of. In the new Ford engine plant, he said, "they are turning out four times the number of engine blocks with half the number of workers".

J. K. Bell, Secretary-Treasurer of the Maritime Marine Workers' Federation, said he thought the four-hour day, not the guaranteed annual wage, was the answer to automation. Stan Thornley, of the Rubber Workers warned that labour was not going to obtain the benefits of automation without a struggle.

Composition of the CCL

Between January 1 and June 1 this year, the number of directly-chartered local unions in the CCL was reduced from 169 to 159 by the transfer of ten of them to affiliated international unions.

At June 1, the Congress comprised seven provincial federations, 49 labour councils, 21 international unions, nine national unions and 159 directly-chartered unions.

William Hall of the Windsor Labour Council declared that retraining for displaced workers "wherever possible" (called for in Clause 5 of the resolution) was not enough. "Automation demands an increasing number of skilled workers and a decreasing number of unskilled workers", he said. "The responsibility rests with the Government." He also said that the costs of educating young people in the operation and maintenance of automated machines (Clause 9 of the resolution) should be met by "those who will make the profits".

Control by U.S.

Resolved that, in view of the increasing control being exercised over Canadian politics, economy and defence by the United States of America, this Congress is in favour of Canadian unions, controlled and directed by Canadians.

This resolution, submitted by a Windsor, Ont., local of the United Steelworkers of America, sparked a discussion that was entered by almost as many delegates as the debate on the merger agreement. While most of those who spoke expressed opposition to the resolution committee's recommendation of non-concurrence, when the vote was taken the committee was overwhelmingly upheld.

Those who spoke in support of the committee's recommendation, while fewer in number than those opposing it, included the CCL President, a Vice-president and the chairman of the resolutions committee. They charged the resolution was submitted and supported by followers of the Communist Party line.

One supporter of the resolution, Ray Lundstrum of the Marine Workers and Boilermakers Industrial Union, Vancouver, cited three examples of what he termed "deplorable carryings-on because of control by international officers". He mentioned the expulsion of the president of the Vancouver local of the International Brotherhood of Electrical Workers (AFL-TLC) over the objections of the local's membership, the expulsion of the executive

of a Vancouver carpenter's union for "obtaining and distributing a copy of a speech in the House of Commons by Colin Campbell (CCF Member for Nanaimo)" and the restoration to office by international officers of a union business agent who was fired by the union for putting non-union men to work while union members were unemployed.

CCL Vice-president George Burt replied that those expelled had been running down not only the international officers but the leaders of the CCL and the TLC.

Mr. Burt declared that "we belong to international unions because of the power we derive from them". He said that it wouldn't have been possible, without the support of the international, to have General Motors officers from the United States enter negotiations in which his union, the United Auto Workers, was involved with General Motors of Canada.

"Political busy-bodies who support a political party that is the biggest group of political racketeers in the world, who interfere with everybody's business throughout the world, now tell us we shouldn't have leaders from outside Canada," he said.

When Bill Brown, delegate from a Winnipeg local of the Canadian Brotherhood of Railway Employees, said "we want to be understood and Canadian leaders understand our problems," CCL President Mosher replied: "There are no Americans who are leaders in the TLC any more than in the CCL."

The final speaker in the discussion was Larry Sefton, Director, District 6, United Steelworkers of America, who was resolutions committee chairman. "The committee recommended non-concurrence," he explained, "because of the kind of debate we have had here this morning. This resolution was submitted so that Communists could wrap themselves in the Canadian ensign and slur Americans.

"If it hadn't been for American help we wouldn't have a union now," he concluded.

The resolution was overwhelmingly rejected.

Foreign Policy

Defence and negotiation must go hand in hand and neither can safely be jettisoned in favour of the other in the handling of Canada's foreign affairs, the Congress declared in a statement on foreign policy. The statement was substituted for a total of 23 resolutions.

"But defence is not simply a matter of guns and planes and bombs," the statement emphasized. "It is also a matter of rooting out poverty and exploitation, especially in the underdeveloped countries where these are most acute." The Congress urged the Government to raise its contributions to the Colombo Plan and the United Nations Technical Assistance Program to at least $100,000,000.

The Congress also—

Condemned the Soviet Union for blocking the creation of a free, democratic Germany;

Sent assurance of support in their struggle for freedom to workers in totalitarian countries;

Called for the admission to the United Nations of Communist China and of all the democratic states "whose entry has been blocked by the Soviet Union";

Reaffirmed its support for the United Nations and urged its affiliated unions to do everything possible to make that support "real and effective";

Called on the Government to take the initiative in obtaining agreement to put an end to further tests of atomic weapons;

Urged the Government "not to falter or fail" in its support of NATO, Western European Union and other measures of self-protection against Communist aggression.

Concern over Canada's "heavy dependence" on trade with the United States was expressed in the policy statement. The Congress urged the Government to intensify its efforts to promote trade with Western Europe, the Commonwealth and all other countries overseas, "subject to the imperative necessities of national security".

Maximum East-West trade, within the limits imposed by the necessity of denying weapons and strategic materials to aggressors and potential aggressors, has the support of the CCL. "Until the Communist countries provide concrete proof that they are not aggressors or potential aggressors, the strategic controls must be maintained," the resolution declared. "No such proof has yet been forthcoming."

The CCL endorsed the continued efforts of the Government to secure a disarmament agreement and the efforts of the Western Powers for a reunited Germany based on genuinely free elections.

Exchange of Visits with USSR

Two resolutions recommended that the CCL arrange an exchange of visits of trade unionists between Canada and countries in the Soviet bloc. Both were defeated.

One of the resolutions also called for negotiations between the International Confederation of Free Trade Unions and the (Communist-dominated) World Federation of Trade Unions to explore trade union unity on an international scale.

Doug Lindsay, delegate from the Oshawa and District Labour Council and a member of the UAW local that sponsored one of the resolutions, said it might be valuable to send delegates who are not Red sympathizers to visit the Soviet Union and to get from them a true report.

"If the Government has seen fit to send the Minister of External Affairs to Russia, I think we are taking a ridiculous position in deciding not to send trade unionists," added Sam Jenkins, President of the Marine Workers and Boilermakers' Industrial Union.

Government Conciliation

In its closing session the Congress debated a resolution involving the whole structure of conciliation proceedings in Canada.

Sponsored by the resolution committee as a substitute resolution, its preamble declared that:

The Industrial Relations and Disputes Investigation Act and most of the provincial Labour Relations Acts forbid strikes till after unions have gone through long and cumbersome conciliation procedure; and employers have taken advantage of this by refusing to bargain in good faith or by causing many months of delay in settling disputes, or both.

Continuing its criticism, the resolution asserted:

Conciliation boards seldom are appointed within the time fixed by the Acts, and almost never report within the time fixed, but extend the time to unreasonable lengths, often without the consent of the parties or the permission of the Minister as required by the Acts; and many conciliation boards have refused to recommend retroactive pay, in spite of the long delays for which they are responsible.

Conciliation Boards procedure often operates to negate one of the basic freedoms of working people.

As remedial action, the resolution urged the governments concerned to:

1. make the conciliation board procedure optional, as in Saskatchewan, not compulsory, as it is elsewhere;

2. ensure that in the event such conciliation services fail to result in a satisfactory conclusion to a labour dispute, the employees involved be given the right to call a strike at the termination date of their contract with the employer;

3. deny conciliation boards where the Labour Relations Board finds the employer has not bargained in good faith as proposed in the Congress draft National (Labour) Code of 1947;

4. expand and improve conciliation officer service by the appointment of trained professional conciliators or more of them where there are already some but not enough.

Unions in non-Communist countries have been urged by the International Confederation of Free Trade Unions to shun invitations to visit the Soviet Union. In its official journal, *Free Labour World*, the ICFTU warned that no change in basic objectives had accompanied the expressions of friendliness towards the West made by Soviet spokesmen since the Geneva conference last July and that world domination remained the Soviet goal.

The resolution — subsequently adopted unanimously—in effect was an endorsement of recent "walk-outs" by union negotiators from a hearing by a conciliation board, headed by His Honour J. C. Anderson, in the dispute between General Motors and the United Auto Workers.

Setting the tempo of the debate, George Burt, Vice-president of the Canadian Congress of Labour and Canadian Director of the UAW, declared: "I say to deny a group of workers the right to strike at the end of negotiations is to deny one of the basic freedoms".

In negotiations in the Canadian automobile industry, he said, neither company nor union had ever referred to the report of a conciliation board in negotiations.

He charged that conciliation boards were guilty of delaying beyond legal time limits. "It is impossible for unions to figure the best time to bargain." This put the union in an inferior bargaining position, he said.

"We do not oppose conciliation," he added, "when it is conducted by persons qualified to conciliate. We do not see that judges are the most impartial people in the country. A judge does not play golf with workers. He associates with other people and his social background is on the side of the employer even though he does mean well.

"We don't see how a man who has been a lawyer for a corporation for 30 years can suddenly become impartial in a dispute affecting that corporation.

"This (conciliation) was a wartime measure which needs a great deal of overhauling. It started in Ottawa under the federal Liberal Government and it was adopted by a Conservative government in Toronto, but the Acts are practically the same.

"Most of you have read of the action of the UAW when we met a conciliation board in the General Motors dispute and the Massey-Harris dispute. In taking the action we did in not participating in the deliberations before those boards, we did not do it because we wanted to show disrespect for the law. We wanted to bring

to the attention of the public the utter futility of appearing before conciliation boards when such boards are unable to settle disputes or to take time to investigate or even to conform to the law itself."

Here he gave a chronological account of a recent dispute: conciliation was applied for on April 14, a conciliation officer was appointed May 12, a conciliation board appointed July 12, the board met July 28 and reported October 3.

"It's impossible for a union to figure the best time to bargain with an employer when you have to go through this process," he continued. "We suspect sometimes that dates are juggled to the detriment of the union.

"There isn't any board that can settle a dispute with General Motors or with any of the Big Three. In the United States our union had to take a strike vote before the companies would move at all in the direction we wanted them to take.

"The cumbersome procedure becomes more cumbersome when you have to wait month after month. When we did what we did we got the quickest report on record. As a result of that we are meeting the company on half-decent ground.

"I think a union should have the privilege the company has in deciding when is the best time to bargain. And we don't think that governments should be sitting always on the side of the employer.

"We don't mind conciliation provided it is properly set up and provided the boards take time to conciliate.

"While you may need a cooling-off period in some industries such as public utilities, you don't need it in industries such as the automobile industry.

"There is a great need to overhaul this legislation that denies a basic freedom to unions and denies unions the right to have equality in collective bargaining."

Oliver Hodgins of the United Glass and Ceramic Workers, Hamilton, was "more than pleased" with delegate Burt's outspoken denunciation of the present-day conciliation set-up.

However, Cleve Kidd, Research Director of the United Steelworkers, considered it "unfair to criticize all chairmen of conciliation boards because of the actions of a few".

He was convinced that conciliation could be made to work for the benefit of employees "but after some years of experience" he agreed that "such laws are loaded against the workers in the way they are worded and by the fact that the Minister of Labour in Ontario can defy his own law and be cynical about it".

"These delays," he continued, "are mostly the responsibility of the Minister of the province. If the Minister violates his own Act, it makes it difficult for anyone to respect that Act."

Mr. Kidd stated that conciliation boards were of value especially to small unions which found it difficult to be placed in the position of "settle or strike".

However, Frank Quinlan, UAW delegate from the Ford local, Windsor, disagreed. He said his union "waited almost a year for a conciliation board report though the Ontario Act requires a board report 14 days after the appointment of a chairman.

"But a smaller union of office workers had to wait 'only' 16 months so it really does not matter if you are a big union or a small union. You just go on waiting and waiting and waiting.

"By that time, some of the larger locals have set a pattern and this often influences the chairman of the Board.

"What George Burt was instructed to do was not defy the law but make it clear what we thought of the law."

Here he listed a section in the Ontario Act that requires a conciliation board chairman to hand down his report within 14 days while another section says he may be granted an extension.

"Companies submit heavy briefs and chairmen who know nothing of what goes on in a plant try to make a decision," he went on. "Granted some make an honest attempt but when they don't know anything about the industry how can they make a fair report?

"The conciliation board process is a useless waste of time.

"This resolution does not say that we should do away with conciliation services but that services should be provided by the proper type of people and if a conciliation officer is not successful then the union should have the right to strike."

George Home, Secretary of the British Columbia Federation of Labour, focussed the attention of the delegates on another angle of conciliation proceedings.

Directly after the "merger speech" of TLC President Claude Jodoin, Mr. Home charged that "forces outside of the Houses of Labour are getting ready to do a job on the labour movement".

Expanding on this, he told how the National Director of the Oil, Chemical and Atomic Workers International Union had "approached us for some assistance with the British Columbia Labour Relations Board regarding a change of name. They were notified by the Board that there was no provision in the Act to change their



—Photo by Marcel Ray, Toronto

CCL officers elected at the convention (left to right)—seated: Vice-presidents C. H. Millard, Fred Dowling and Sol Spivak, President A. R. Mosher, Secretary-Treasurer Donald MacDonald and Vice-president George Burt; standing: executive committee members John Brady, R. J. Lamoureux, Henry Harm, William Mahoney, H. L. Ladd, W. J. Smith, Harold D'Aoust, Neil Reimer, Executive Secretary N. Dowd.

name and that 'this would be a new union and therefore they would have to make application for re-certification'.

"The B.C. Labour Relations Board has ruled in effect that when unions merge all existing collective agreements are null and void—what a terrific problem when the merger comes."

This meant, he said, that unions which merged would have to get all their members to sign new membership cards, though they may have been members for many years. It also meant the B.C. labour board could order a vote among employees to see if they wanted the new amalgamated union.

He said a member of the B.C. labour board had declared: "We want to know if the man on the job wants the merger."

"What right," said Mr. Home, "has any force outside the labour movement to make such a decision."

Election of Officers

President A. R. Mosher and Secretary-Treasurer Donald MacDonald were re-elected by acclamation when the delegates voted to select the men who would lead the CCL during its final five months. Mr. Mosher thus will be the only President the Congress has ever had.

Three of the four Vice-presidents were returned to office and a replacement for ailing Silby Barrett of the United Mine Workers was elected in a five-candidate contest. The results of the vice-presidential election were: George Burt, Canadian Director of the UAW, 736; Sol Spivak, Manager, Toronto Joint Board, Amalgamated Clothing Workers of America, 696; C. H. Millard, Canadian Director of the United Steelworkers, 663; and Fred Dowling, Vice-president in Canada of the United Packinghouse Workers, 634. Lloyd Whelan of the International Woodworkers of America, who is President of the Greater Vancouver and Lower Mainland Labour Council, gained 227 votes.

There are four new members of the eight-man executive committee: W. J. Smith, President, Canadian Brotherhood of Railway Employees; Neil Reimer, Canadian Director, Oil, Chemical and Atomic Workers International Union; Henry Harm, CCL Maritime Director, a delegate from the Cumberland County Labour Council; and R. J. Lamoureux, President, Quebec Federation of Industrial Unions.

Sitting members of the executive committee who were returned were: John G. Brady, United Auto Workers; Harvey Ladd, Canadian Director, International Woodworkers of America; J. Harold D'Aoust, Canadian Director, Textile Workers Union of America; and William Mahoney, Assistant Canadian Director, United Steelworkers of America.

One candidate for a committee seat, Stan Thornley of the Rubber Workers, was defeated and a member of last year's committee, Roméo Mathieu, Secretary of the Quebec Federation of Industrial Unions, declined to run when nominated, reportedly because he had been defeated by R. J. Lamoureux, 57 to 55, in a caucus of Quebec delegates on the day before the election.

Results of the voting were: Brady, 714; Ladd, 712; D'Aoust, 709; Smith, 699; Reimer, 695; Harm, 695; Mahoney, 695; Lamoureux, 635; and Thornley, 157.

A. R. Mosher

"I am convinced that this step towards the unity of the two great central labour bodies in Canada is logical and desirable in every respect," CCL President A. R. Mosher told the delegates in his presidential address. "I believe that, not only will the establishment of a new merged congress make our activities in Canada, both in the legislative and organizational fields, much more effective than in the past, but that we shall be able to contribute even more generously and effectively to the international labour movement, as represented by the ICFTU."

Mr. Mosher devoted quite a large part of his speech to the CCL's interest in the support of the ICFTU. But most of his speech was a review of the past, a report on the present and a look at the future of the CCL. And, in a sense, his address was a valedictory, for while it opened the 1955 convention of the Congress it was his last presidential report to a CCL convention. After the TLC-CCL merger is effected, Mr. Mosher, it is believed, will become an honorary president of the new Canadian Labour Congress.

At the very beginning of his remarks, Mr. Mosher said that the great expansion of organized labour's interest in international affairs was "perhaps the most important development" in the lifetime of the CCL. He recalled the CCL's part in the setting up of the International Confederation of Free Trade Unions. He declared that the members of the CCL had contributed more generously to the ICFTU than the membership of any other central labour body in the world and remarked that the Congress had strongly endorsed the Colombo Plan and the United Nations Technical Assistance Program.

"We have commended the support given by the Canadian Government in this respect," he said, "but have urged that the contribution made by the Government be very greatly increased."

Turning to the forthcoming TLC-CCL amalgamation, Mr. Mosher first related the steps leading up to the drafting of the merger agreement. After expressing his belief in the desirability of the merger, he said:

> It may be too much to expect that the representations of the new Congress, with over a million members and speaking with a single voice, will be immediately enacted into legislation; but there can be no doubt whatsoever that, if any benefit is to be derived from making representations to either the federal Government or the provincial governments, those that are submitted by a large and united congress should have beneficial results.

Mr. Mosher recalled that there had been much editorial comment to the effect that the merger of the TLC and CCL was a dangerous development not in the public interest. "There is no justification for the attitude adopted by such newspapers," he declared. "A labour congress has only one purpose, and that is to co-ordinate the work and policies of its affiliated and chartered unions, to give expression to opinions which they hold in common, and to assist them in every way possible in performing their functions.

"Those functions are designed," he continued, "to protect and promote the welfare of the union membership, and the more adequately this function is performed, the greater the benefit, not only to the workers concerned, but to the public as a whole."

It was only the achievements of the labour movement, Mr. Mosher declared, that prevented Canada from suffering much more severely from the economic setbacks that were "particularly serious two years ago and again last year". He then listed some of labour's achievements: higher wages, shorter hours, overtime rates, vacations with pay, statutory holidays, improved pensions, a measure of union security, family allowances, old age pensions without a means test, disability pensions and legislation protecting the right to bargain collectively.

"One of the great achievements of some sections of organized labour on this continent has been the winning of the guaranteed employment plan," Mr. Mosher said. "We stand firmly behind our affiliates

in their demands for this justifiable measure of economic security. The extension of this plan on the widest possible scale is one of the big jobs ahead of us."

Other tasks that faced the merged Congress he listed as the organization of the two-thirds of the workers of Canada who are still unorganized, the gaining of universal acceptance of the 40-hour week, the narrowing of the wage differential between Quebec and Ontario and the Maritimes and Ontario, the adoption on a satisfactory scale of welfare plans such as pensions, health insurance and group life insurance, and the enactment of more adequate social security measures, especially national health insurance.

"We have come a long way in my lifetime and in the life of this Congress; but we still have a very long way to go and what has been accomplished should only spur us on to greater achievements in the future," he said.

The unemployment situation, Mr. Mosher said, is better than it was last year but still "considerably worse" than two years ago.

He then made an appeal for the establishment of industrial councils. "The voice of labour in industry must be heard at more than the collective bargaining table," he stated. "Labour must participate more fully in the determination of the policies upon which the prosperity and even the existence of industry may depend."

The industrial councils envisaged by Mr. Mosher would be established particularly for the steel, automobile, mining and textile industries, would be composed of representatives of labour, management and government, and would have as their primary purpose the discussion of such problems as marketing, raw materials and quality of product.

"The natural resources of Canada might be utilized in such a way as to make a far greater contribution towards the advancement of the welfare of the people," he explained, "if greater emphasis were placed upon human values and less upon private monopoly for personal financial gain." Labour must accept its share of responsibility for the present state of affairs, he continued, because it has largely failed to make use of its most valuable asset—the franchise.

"The investment of human life in industry will not receive the recognition to which it is justly entitled," said Mr. Mosher, "unless and until labour actively participates in determining the legislation required to ensure an orderly development of the resources at our disposal and an equitable distribution of the wealth produced."

Salary Increases

CCL Secretary-Treasurer Donald MacDonald was voted a salary increase to $10,000 a year. This is identical with the annual salary to which TLC Secretary-Treasurer Gordon Cushing was raised at the TLC convention last May (L.G., July, p. 770).

President A. R. Mosher, who has never drawn a salary from the Congress, was voted $3,000 for his out-of-pocket expenses in connection with his duties as CCL leader.

In a final word on the CCL's future he said: "I feel sure that when it is merged with the new congress it will lose nothing of the energy and enthusiasm which it has displayed during the past 15 years of its existence nor any of the idealism and public spirit that have at all times governed its activities."

Hon. Milton F. Gregg

"In years gone by, the thought of a strong and united labour movement would have alarmed many people in this country. Today a different atmosphere prevails: by and large, the Canadian people have come to respect the general aims and objectives of labour unions. Most Canadians will be watching your proceedings, not with hostility and apprehension, but with interest and much goodwill," said the Hon. Milton F. Gregg, Minister of Labour, when he spoke to the convention.

Mr. Gregg's address was mainly a comparison of the living standards, working conditions and economic situation 15 years ago, when the CCL held its first convention, with those existing today, when the Congress is holding its last convention before merging with the TLC. The Minister foresaw a continuation of the progress made in those years and gave some reasons for his prediction.

"The extraordinary rate of economic and social change between 1940 and the present has brought benefits to Canadians in all walks of life," he said. The labour movement both shared in these benefits and helped make them possible, he went on. "Had our industrial production remained at its 1940 level, our standard of living obviously could not have risen to such a marked degree."

Through the efforts of labour and management, and other important economic groups, Canada's output of goods and services has almost doubled since 1940, he pointed out, while population has grown much less.

In his comparison between 1940 and 1955, Mr. Gregg used a number of collective



—Photo by Marcel Ray, Toronto

The platform at the CCL's 15th annual convention

Hon. Milton F. Gregg, Minister of Labour, at the microphone

agreements in effect in the same firms in both years. The comparison revealed, he said, that the hourly wage for labourers had risen from between 40 and 50 cents to between $1.35 and $1.45. Seniority and grievance procedures were now spelled out in detail; pension and health and welfare plans had developed from virtual non-existence to become quite common. Vacations with pay, uncommon in 1940, were universal today.

In 1940 the five-day, 40-hour week was almost unknown but today the 40-hour week applies to 58 per cent, and the five-day week to 84 per cent, of all plant workers.

We have not made progress without interruptions, the Minister conceded. "On a number of occasions since the end of World War II," he said, "unemployment has been cause for justifiable concern, and a few important industries, including textiles and farm implements, have experienced serious marketing problems."

Canada's economic growth in the future "will be greater than anything we have yet experienced," he declared. Some of the factors pointing to unprecedented long-run progress, he said were:—

In the years ahead we can expect to utilize more and more of our natural resources and we can expect to see further developments in manufacturing and trading.

In a maturing economy, we can expect to achieve a healthy balance between the various segments of industry, a balance that will remove many of the difficulties that have beset us in the past.

We should be able to take the challenge of automation in our stride and reap its full benefits.

The spread of collective bargaining has removed many of the real causes of industrial unrest.

The prospects for peace: any breaking down of barriers between nations leading to better international understanding and freer international trade is bound to affect our future growth.

When he mentioned automation, Mr. Gregg complimented organized labour for its sound and healthy approach to the question. "There is nothing to indicate that it has let the problems commonly associated with automation colour its views about the ultimate advantages of technological progress," he said.

The attitude of trade unions, which seems not to be "shall we have automation" but "how can automation be introduced into our industrial society with maximum benefits and a minimum of disruption," shows that they have confidence in their ability to cope with problems

as they arise, said Mr. Gregg. That confidence will enable us to accept the challenge of automation, take it in our stride and reap its full benefits.

In his speech, the Minister paid tribute to CCL President A. R. Mosher, who presided at both the first and last of the Congress conventions. Mr. Gregg also noted the passing since the 1954 convention of Harry Chappell, President of the Canadian Brotherhood of Railway Employees, who had taken an active part in many CCL conventions.

Claude Jodoin

"By your action yesterday, the Canadian Labour Congress is now established," TLC President Claude Jodoin told cheering delegates at the CCL convention when he delivered an hour-long address on the day after the CCL had approved the TLC-CCL merger agreement. "I am elated at the results of both conventions," he added.

Mr. Jodoin was greeted with a standing ovation when he entered the convention hall, after he had been introduced by CCL President Mosher and again when he had finished speaking.

In his address Mr. Jodoin made three major pronouncements: that the TLC-CCL merger will be permanent and will not be split apart by differences of opinion on political action, that the main task of the new Canadian Labour Congress will be to organize the unorganized and that the new congress will be master in its own house.

"Some individuals are predicting that unity will not remain for long. This is wishful thinking," he declared. The hope in some quarters that the congress would split on political issues was also wishful thinking, he added.

"There are no major differences on principle and legislative policies between the two congresses," he pointed out.

The foremost aim of the new congress will be to organize the unorganized, Mr. Jodoin said. "The one million members that will belong to the Canadian Labour Congress constitute only one-fifth of the Canadian labour force; we need more than that," he said.

"Once the Canadian Labour Congress begins to function, the parliament of labour will decide its future and its officers and members will be governed by its decisions, not decisions from outside, from any other organization not affiliated to the Congress," Mr. Jodoin declared.

Charting the course that the new congress will follow, the TLC President said that it would not recognize dictatorship "from the Communist extreme Left or the Fascist extreme Right," that it would continue to give full support to the International Confederation of Free Trade Unions, that there would be "no handshakes with company- or government-controlled unions," that there would be "no Cook's Tour behind the Iron Curtain or Bamboo Curtain," that it would continue active participation in the International Labour Organization and would keep faith in the United Nations.

"I have great faith in the industrial potential of Canada," Mr. Jodoin continued. "Our two congresses both feel that if our economy is well directed there should be no need for unemployment."

To put at rest the fears of those outside the labour movement "who are more worried about unity than we are ourselves," he stated that "we don't want control; what we want is the most complete social security for Canadians. Workers don't want pay for not working; they want work."

Recognizing that there were differences of opinion on some issues—he mentioned politics, the structure of the new congress, the question of whether to hold conventions every two years or continue holding annual conventions, and the basis for representation at conventions—Mr. Jodoin said that such issues "must be left to the free and democratic decision of the regular conventions of the Canadian Labour Congress".

While organized labour's past accomplishments have been great, he said, citing the gaining of unemployment insurance and the five-day week as examples, he enumerated a list of future objectives of the new congress: "We need amendments to existing legislation such as unemployment insurance, old age pensions, housing; and we must have a nation-wide health insurance plan.

"Our governments, too," he continued, "should give their own employees the recognition which private employers are required to do under the law."

These aims could be accomplished if every organized worker in Canada cooperated with the officers of the new congress, he concluded.

Walter Reuther

The forthcoming labour mergers in Canada and in the United States provide an opportunity for the labour movement to demonstrate that what it is doing is worthwhile and to raise the living standards of all people, Walter Reuther, President of the CIO, told the convention.

Extracts from Walter Reuther's Speech to Audience of Businessmen

On the same day that he addressed the CCL convention, CIO President Walter Reuther spoke at a joint meeting of the Empire and Canadian Clubs. While he repeated some of the things he told the trade unionists, he added some remarks that are reprinted here.

On Communism:

Karl Marx was basically wrong. He thought there would always be a struggle to divide up economic scarcity. But tremendous technological advances now give us the opportunity to share in an economy of abundance.

On collective bargaining:

Collective bargaining in a free society must be raised above the level of a conflict between economic pressure groups. It must be based on a joint exploration of economic facts, not the exercise of economic power. The two groups should sit at the bargaining table with a single set of facts and a single standard of morality.

Both sides should recognize that freedom is indivisible. There can be no free management without free labour. Free labour and free management must begin to understand each other's problems.

"The new labour movement must demonstrate its ability to protect the gains and progress made in the past and at the same time reach out to bring union protection to the hundreds of thousands of unorganized workers," he said. "We are putting together in voluntary union millions of free workers to make a better living not only for us but for all people."

In a speech that was greeted at its beginning and end by a standing ovation from the delegates, Mr. Reuther voiced the labour movement's opposition to Communism and corruption, predicted a stepped-up organizing drive, called for greater interest in politics by all union members, and declared that the labour movement "welcomed" automation. He also predicted that the guaranteed annual wage would spread as far and as rapidly as industry-paid pensions did in the five years since they were won from reluctant management.

In a further comment on the labour mergers in the two countries, the CIO President said: "We need unity not of stagnation but of growth; we need unity that will release the powerful forces that lie deep in our movement; we need a new movement with new vision that will go forward and get the job done."

The labour movement was in the vanguard of the fight against Communism, he declared, "because it was first to recognize that peace and freedom are not possible unless they rest on a base of social justice. Social justice is indivisible.

"We will not tolerate Communists in the leadership of our movement because anyone who owes allegiance to a foreign power has no business in the leadership of the labour movement."

He added that the labour movement would tolerate "neither Communists or crooks," pointing out that labour leaders must be above suspicion. "If you find a labour leader who is lining his pockets with bribes," he said, "put him in jail and in the next cell put the employer who gave him the bribe."

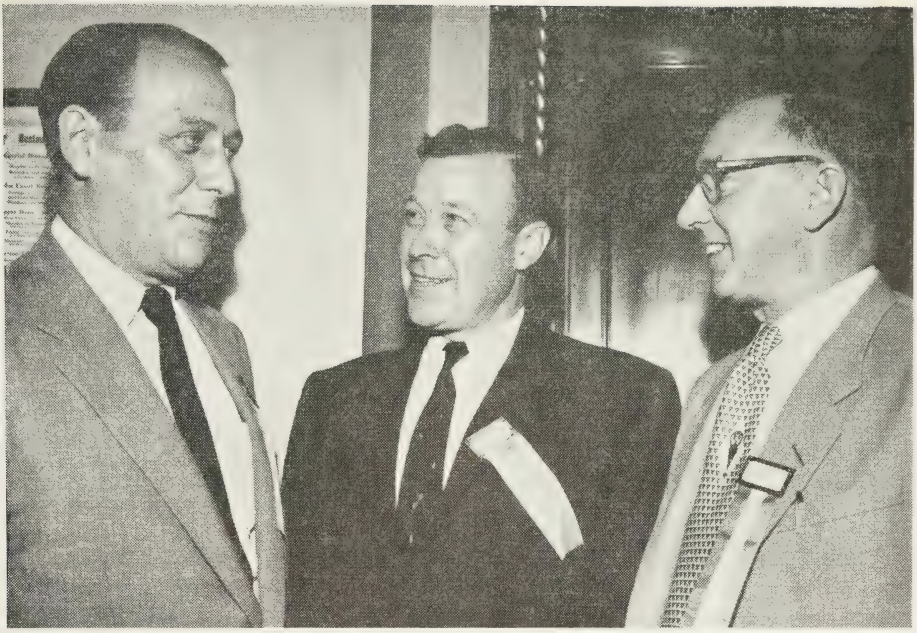
Continuing on the subject of Communism, Mr. Reuther said: "In countries where Communism is strong you find poverty, because Communists build their power on poverty." Conversely, where there was a strong free labour movement with a sense of moral and social r e s p o n s i b i l i t y, Communism was weak and without influence, he stated.*

To employers the CIO President said: "If you want to fight Communism effectively, forget your slogans and go to work on poverty, unemployment and human degradation."

Urging the establishment of an organizing fund of $8 to $10 million, he said his own union, the United Auto Workers, was prepared to pledge $1½ million to the fund.

In the new labour movement, Mr. Reuther continued, "we must build more political consciousness and more political understanding" on the part of union members. "You can't raise the level of political morality unless you raise the level of political knowledge of the people," he declared. "Whenever a politician does a wrong thing, that is not where the mistake started; it was made when that politician was elected."

*Labour's quest for a better life was an effective resistant to Communism, said AFL President George Meany last month when accepting the University of Notre Dame's Laetare Medal for 1955.



—Photo by Marcel Ray, Toronto

CCL's Secretary-Treasurer Donald MacDonald

CIO's President Walter Reuther

UAW's Canadian Director George Burt

We must make our people understand that for every democratic right there is a corresponding democratic obligation, he went on. One area in which trade unionists should exert greater influence is in the fight to overcome racial discrimination, he said.

Turning to automation, Mr. Reuther said that "we are now on the threshold of the Second Industrial Revolution". Where James Watt substituted machine power for human power, "genius has now devised machines that substitute machine judgment for human judgment," he said.

"Mankind now has the power for the first time to master his environment. Poverty, hunger and disease can no longer be justified. The question is: Can we use these tools to destroy them or destroy ourselves?

"We welcome automation but we say: Give its benefits to all the people," Mr. Reuther declared.

(In an address that same day to a joint meeting of the Empire and Canadian Clubs, the CIO President expanded this thought. He said: "T r e m e n d o u s technological advances now give us the opportunity to share in an economy of abundance, so that every man and every nation has enough of the good things to achieve social justice. Automation has given us the opportunity for abundance for the first time in human history and we are approaching the point where the human family can devote a greater part of its time to encouraging man's growth as a cultural and social being.")

He then commented on the high profits in the automobile industry and the high management salaries and argued for the guaranteed annual wage and the winning of pensions for retired workers. Pointing out that five years ago employer-paid industrial pensions were revolutionary but that now many managements are boasting about their employee pension schemes, he predicted that within ten years "they'll be boasting about the guaranteed annual wage they're now opposing".

Jacob S. Potofsy

Jacob S. Potofsy, President of Amalgamated Clothing Workers of America, who was attending the convention as a representative of the International Confederation of Free Trade Unions, urged the delegates to keep before them the message of free trade unionism: "free labour means a free world."

Free labour, he pointed out, looks upon mere survival as an insufficient goal for humanity "because such a philosophy means acceptance of the very evils which have brought humanity to the dread crossroads of irrevocable decision".



—Photo by Marcel Ray, Toronto

Jacob S. Potofsy
Represents ICFTU

The ICFTU seeks to help workers in other lands organize strong free unions so that they can "enjoy peace with freedom, security with freedom" because "peace without freedom and security without freedom are totally meaningless".

American workers welcome the AFL-CIO merger because it presents "a golden opportunity to bring trade unionism to millions of unorganized workers" and the organizing campaign that will follow the merger will result in a "more equal distribution of the wealth and resources of our land and a more equitable distribution of the profits we help create," Mr. Potofsy said.

He praised the CCL for its participation in the affairs of the ICFTU. "Your organization has been an inspiration to the free trade union movement," he said.

Dr. G. J. Van Heuven Godhart

Dr. G. J. Van Heuven Godhart, United Nations High Commissioner for Refugees, told the convention that his aim was to help refugees to start anew in their own trades and professions.

"Committees of elderly ladies who think a bundle of clothes solves the refugee problem are mistaken; while helpful, that's not the solution," he said.

There were three possible courses of action, he said: to disregard the problem, which they couldn't do; to repatriate the refugees, which they wouldn't do unless they were assured that was what the refugee wanted; or to arrange for either emigration or integration in the economy of the country where the refugee was, which, he said, was really the only solution.

J. K. Schultz

Canada's farming industry is "going to pieces," the delegates were told by J. K. Schultz, President of the Inter-Provincial Farm Union Council. Farmers now have to pay more than in the past but are earning less, he said.

"If farm prices continue to decline," he warned, "the nation's farmers will be ruined. And if we go down, you'll go down too."

Appealing for co-operation between farmers and labour, Mr. Schultz said that many farmers believe that the industrial workers are responsible for their plight. That misunderstanding must be corrected, he stated.

A. F. Hartung

The forthcoming merger of the AFL and CIO in the United States and of the TLC and CCL in Canada is a step that is "timely and necessary," said A. F. Hartung, President of the International Woodworkers of America.

"There will be problems to be ironed out," he said, "but it is the only step we can take. We have a golden opportunity to show the way to a more progressive and fighting leadership."

Rev. C. E. McGuire, SJ

Rev. C. E. McGuire, SJ, Director of the Catholic Labour School, conducted the first day devotional service. In his message to the delegates he said:—

"It is necessary that unionism remains strong; to do so it must remain sound. The motive of unionism has come from Christian principles; unless it rests on the Christian principles that motivated the pioneer, no matter how great its numbers, it will not be sound, nor strong."

Rabbi Abraham L. Feinberg

Rabbi Abraham L. Feinberg of Holy Blossom Temple, Toronto, suggested three moral objectives for labour: reunion, race discrimination and Red arms to Egypt.

On reunion he said "the entire community will profit from the reunification of Canadian labour". On race discrimination, declaring that the Ontario Fair Accommodation Practices Act had failed, he appealed: "Let's give it some teeth. When any Act can not, or will not, be enforced, it tends to bring all law into disrepute." Speaking on "Red arms to Egypt" he urged the convention to "keep

Israel strong" and preserve the balance in the Middle East. The recent sale of Czechoslovakian arms was not a mere commercial transaction, he declared. An outbreak of hostilities in the Middle East, he warned, could be a menace to world peace and could be the seed of the third and final world war.

Rabbi Feinberg conducted the devotional service on the convention's second day.

Political Affiliation

CCL support of the Co-operative Commonwealth Federation was re-affirmed without debate. But the fact that delegates missed the opportunity to speak on the question led to the noisiest demonstration of the convention, 30 minutes of foot-stamping, desk-pounding and shouting during which President Mosher's ruling was twice challenged but finally upheld in a close vote.

To cover six resolutions on the CCL's political affiliation, the resolutions committee chose one of the shortest, which read:

> Resolved that the Canadian Congress of Labour in convention re-affirm its support of the Co-operative Commonwealth Federation as the political arm of labour.

Recommendations contained in the other five resolutions ranged from calls for "an intensive political action program" and for all affiliates to engage in and support political action financially to a suggestion that the CCL "refrain" from affiliating with any political party.

As soon as the chosen resolution had been read and the recommendation for concurrence voiced, President Mosher called for the vote and the resolution was approved. It was only then that delegates who had been waiting to speak realized that they were not going to be able to participate in a discussion on the resolution. In past conventions, the debate on similar resolutions had always been a long one.

Phil Kearns, President of the UAW local at the Massey-Harris-Ferguson plant at Toronto, objecting that the question was put too soon, asked for a re-opening of the discussion. Mr. Mosher refused. Doug McEntee, also of the UAW, then sought to have the question re-opened; he too, was refused. He challenged the chair but Mr. Mosher refused to accept the challenge. After an uproar lasting five minutes, the resolutions committee introduced the next resolution.

During the debate on this resolution, Joe Bacon, a Steelworkers delegate from St. Catharines, seized a microphone and shouted that Mr. Mosher, when challenged, should have vacated the chair while the delegates voted on whether his ruling was in order. After first refusing, the President turned over the gavel to Vice-president Millard to conduct the vote. The result: 328 sustaining the chairman, 297 opposed.

It had taken half an hour to dispose of a resolution on which there was no debate.

French-speaking Delegates

The convention's second noisy debate was ignited by the recommendation by the resolutions committee that a resolution calling for the inclusion of French-speaking delegates among those the CCL sends to meetings of the ILO and ICFTU be turned down. Before the committee's recommendation was approved, the warm and lively discussion covered such subjects as Quebec nationalism, Quebec schools and racial discrimination.

Explaining the non-concurrence recommendation, Chairman Larry Sefton of the resolutions committee said that it was not possible to select delegates as suggested in the resolution. "Delegates have to be selected on their knowledge of the subjects to be discussed, not on their ability to speak French," he said.

Roméo Mathieu, Secretary-Treasurer of the Quebec Federation of Industrial Resolutions, denied a delegate's accusation that the Congress was practising discrimination but said there was an insinuation in the chairman's remarks that "we French-Canadians are made to listen and cannot lead".

Mr. Sefton replied that his statement that delegates were picked on the basis of ability only was meant to cast no reflection on any member, pointing out that Claude Jodoin had become President of the TLC only because of his ability.

CCL Secretary-Treasurer Donald MacDonald said the resolution was an attempt to create special privileges. There had always been complete impartiality in the Congress, he maintained, which had already sent three French-speaking delegates to ILO conventions.

Unemployment Insurance

The new Unemployment Insurance Act contains "some" improvements "but there remain major flaws which prejudice the right of our members and workers generally to obtain benefit during unemployment," said CCL Vice-president George Burt when presenting the report of the Congress committee on unemployment insurance.

As improvements Mr. Burt mentioned the increase in the minimum benefit period from six to 15 weeks and the higher benefit rates.

The eight resolutions on unemployment, a smaller number than at past conventions, had been referred to the committee and Mr. Burt's report dealt with them. In the words of the report, the resolutions concerned:—

1. The integration of unemployment insurance with a guaranteed annual wage;
2. The extension of the maximum period of benefit to 51 weeks;
3. A reduction in the period of qualification for youths;
4. An increase in benefits;
5. The benefit regulations affecting married women; and
6. Determination of availability for employment of pregnant women.

On a resolution demanding assistance for those who have been excluded from benefit or whose benefits have been exhausted, the committee believed the matter of supplementary assistance "should be taken care of through an unemployment assistance program paid for from the consolidated revenue fund". In this way the workers would not be required to absorb part of the financial burden, "which they would be required to do under the proposed resolution".

In view of the fact that the new Act had been in operation for less than two weeks, the committee did not make specific recommendations regarding the other resolutions referred to it but instead made four broad recommendations:—

1. That the CCL continue to press for the changes in the Act suggested in its brief to the Commons standing committee on industrial relations last May, which included the extension of the benefit period to 51 weeks and the other matters referred to in the resolutions.

2. That the CCL keep in touch with the Unemployment Insurance Commission regarding any contemplated action on guaranteed annual wage or supplemental unemployment benefit plans and their relationship to unemployment insurance.

3. That the CCL and its affiliates keep a close watch on the new Act for the next year to see how effective the changes have been.

4. That at least one conference should be held of union members and officers in close contact with unemployment insurance matters to assist in determining what future policies should be adopted.

The delegates approved the committee's report.

Abolition of Overtime

The convention took no action on a suggestion that overtime be abolished. The resolution was referred back to the committee and did not re-appear.

The resolution sought the abolition of overtime "because it does not actually create benefits to employees" because they are penalized by "taxation, loss of social contacts and undue wear and tear". When placing the resolution before the delegates, the resolutions committee recommended non-concurrence "because it is not practical; it could not be sensibly applied".

Phil Kearns, UAW delegate, from Toronto, said that CCL should do something about the matter because in his industry there were six or seven thousand unemployed while others were working overtime.

Committee Chairman Larry Sefton replied that the problem was created by those who seek overtime. "Certainly the Congress is opposed to overtime," he explained, "but there is no possibility of abolishing it; therefore we couldn't recommend concurrence in this resolution."

The resolution was referred back to the committee after John Eldon, UAW delegate from Windsor, said:

In negotiating agreements we have made overtime pretty popular. In Chrysler we get double time for Sunday work; now Sunday work is more popular. We get time and a half for Saturday work as such, with no need to have 40 hours at regular time; now Saturday work is more popular.

I suggest that overtime be paid at one-half the regular rate. Of course, if you take that suggestion back to your local you would never be sent to another convention.

But we don't solve this problem by increasing rates. I think we should negotiate agreements that overtime be scheduled only in times of emergency and not to increase production. I suggest that a new resolution to that effect be introduced.

Taxation

In nine resolutions on taxation, the convention:—

Again requested income tax exemptions of $2,000 for single persons, $3,000 for married persons and $400 for each dependent child qualifying for family allowances or attending school;

Urged exemption of medical, dental and optical expenses; of unemployment insurance contributions; of costs of workers' tools and working clothing; of transportation fares to and from work camps for workers such as loggers, and of board charges of those among them who are married and supporting an established home away from the camps;

Called for a review of the method of making tax deductions at source because it was "unsatisfactory, especially for seasonal workers";

Urged an immediate reduction in the sales tax "in order to increase purchasing power" as the first step towards the eventual elimination of the tax; and

Requested that provision be made on the T-4 tax forms for a record of the amount collected by an employer for union dues.

A resolution urging that workers who are dependent on their cars for transportation to and from their jobs be allowed to deduct their automobile expenses for taxation purposes was referred to the incoming executive for study.

A resolution that sought to have exempted amounts received by an employee in lieu of wages during absence from duty on account of injuries or illness was rejected.

The nine adopted resolutions covered a total of 17 submitted.

Strike Fund

The CCL believes it is impossible for it to set up a strike fund. A resolution suggesting the fund was rejected on the recommendation of the resolutions committee.

"Affiliates have their own strike funds," explained Committee Chairman Larry Sefton, "and the Congress has a committee to direct the campaign for raising funds when a strike is declared to be national."

A delegate from the group sponsoring the resolution, the New Brunswick Council of Labour, replied that "we are not too interested in the national strikes but in the little ones. A recent strike in New Brunswick failed through lack of funds," he reported.

CCL President Mosher pointed out that if there were a strike fund, permission of the Congress would have to be sought before a union could strike. And Secretary-Treasurer MacDonald stated that the Congress couldn't set up a strike fund without violating the autonomy of affiliates. Also, he asked, "what about contributors who couldn't get funds because they were exhausted

"Despite its sentimental appeal," he concluded, "this resolution is impossible to implement."

Textiles

The federal Government was condemned for its "inaction and apathy" in enforcing anti-dumping legislation, in a resolution aimed at correcting the "deplorable" situation in the Canadian textile industry.

The resolution also criticized the Government for its "failure to establish a joint committee of industry and labour to study ways and means of alleviating" the situation. Such committees have been suggested previously by the CCL for the textile, farm machinery and coal mining industries.

Finally, the resolution, which pointed out that the Canadian industry now supplies barely half of Canadian consumption, appealed to all trade unionists to buy Canadian-made textiles.

In the discussion on the resolution, which was substituted for two submitted by locals of the Textile Workers Union of America, Nora Wren, TWUA delegate from Hamilton, reported that the shirt department at her plant was now closed because, she said, Canadians were buying imported shirts.

Sid Emmerson, TWUA organizer, and George Watson, the union's area director from Hamilton, both called on the Canadian Government to set up a quota system for textile imports. This had been urged in one of the substituted resolutions.

"The United States and the Commonwealth apply a quota system; Canada is the only one that doesn't," said Mr. Emmerson.

He also declared that if the textile workers had not won the fight against wage cuts, other groups would have faced wage cut demands.

Later, the convention adopted a resolution expressing support for the textile workers' fight against wage cuts.

Another resolution adopted condemned merchants who display textile products in such a way that the shopper cannot readily ascertain the country of origin and urged the Government to enforce the ruling requiring that imported products show the country of origin.

Assistance to Farmers

The CCL will set up a permanent committee "to advise and assist farmer organizations". The convention approved a resolution calling for the committee's establishment "so that a better understanding of our joint problems may be obtained and mutual assistance be arranged if needed".

The convention later adopted an emergency resolution pledging support to farmers' efforts to obtain a 75-per-cent cash advance on grain harvested and stored this year.

"For too long in Canada have political forces divided the farmers and labour," said George Home, Secretary of the British Columbia Federation of Labour, in the discussion on the first resolution. "We in

the labour movement have a responsibility to meet with farm organizations and exchange our problems with them. Farmers will break our picket lines unless they know the facts; tell them beforehand."

Government Employees

In a substitute resolution for six others, the convention urged the federal Government to recognize unions of its employees "on a basis comparable to that guaranteed by law to unions of other Canadian workers":

The same resolution called on the Government to establish for all prevailing rate employees: furlough leave, three weeks' vacation with pay after 15 years' service, overtime for time worked in excess of eight hours daily, the checkoff of union dues, eligibility for civil service promotions in closed competition with full seniority rights, and negotiations between the Government and the union over wages.

Other Resolutions

In other resolutions, the CCL urged the federal Government to:—

Enact "a proper health plan that will provide adequate medical, surgical, optical, dental and hospital treatment for the people of Canada". (This resolution covered 13 others submitted on the same subject.)

Make some arrangement, through a scheme of subsidies if necessary, to ensure that an adequate number of doctors will be made available in small towns.

Institute a low-cost and low-rental housing plan.

Insert a non-discrimination clause in the National Housing Act.

Plan all immigration in relation to national development requirements and restrict immigration in times of unemployment.

Establish an advisory committee on immigration with representatives of labour and farm movements and other interested organizations.

Extend equal immigration opportunities to all British subjects regardless of race, creed or colour.

Begin a works program to give work to Canadian workers, and meet with provincial governments to work out joint public works programs with the provinces.

Increase old age pensions to $65 a month at age 65 without a means test. (Nine resolutions in all made this request.)

Increase family allowances and extend their payment beyond the age of 16 years, to 20 years, for children attending school.

Enact an industrial pension plan that would allow pension plan credits to accrue, irrespective of the number of employers an employee worked for.

Increase the number of labour attachés.

Include the voluntary checkoff of union dues in a national labour code.

Begin immediately the building of an all-Canadian gas pipeline as a public utility and ensure that natural gas be distributed through publicly-owned utilities.

Restrict foreign vessels engaging in Canada's coastal trade.

Enact a Bill of Rights.

Designate Remembrance Day as a statutory holiday.

Grant a half-day holiday with pay on election day.

Provide for the indication of party affiliation on ballots.

Give labour representation on the Dominion Coal Board.

Legislate a standard building code that would compel producers to indicate the quality on their products.

Establish a Bureau of Standards.

Bring about the publication of a price index of Canadian manufactured products.

Take steps to see that long-term, low-interest loans are made available to fishermen.

Establish a Royal Commission to investigate the operation of Canada's privately-owned radio and television stations to determine if they are providing a necessary or useful public service, if they are abiding by federal statutes governing broadcasting and if there is any justification for the "pitiless wages, miserable working conditions and lack of job security" suffered by their employees.

A resolution urging provincial governments to amend their Workmen's Compensation Acts in order to provide benefits of 100 per cent of regular earnings to injured workers was referred to the CCL's provincial federations.

The convention went on record that the Congress and its affiliates will continue to press for shorter hours with maintenance of take-home pay, both through legislation and collective bargaining. (This resolution was substituted for three that recommended that a definite number of hours be specified as the CCL's goal—two called for a 30-hour week and the other for a 35-hour week. The substitution was made because, according to the resolutions committee, "you cannot indicate the hours that are possible in all industries".)

Delegates approved unanimously a resolution condemning the action of an Ontario

magistrate who penalized municipal employees in Haldimand County who struck for union recognition. The resolution also urged continuation of attempts to obtain deletion of the section in the Ontario Labour Relations Act that permits a municipality to remove its employees from the Act's jurisdiction.

Other resolutions adopted called on the CCL to assist in the development of co-operative housing throughout Canada, and to continue to press for the outlawing of court injunctions in industrial disputes, and reaffirmed the CCL's support of the ICFTU organizing campaign.

Resolutions Defeated

On the recommendation of the resolutions committee, resolutions were defeated that urged the federal Government to legalize the sale of lottery tickets in Canada, the proceeds to be applied towards the financing of a national health plan, and called on the CCL to establish a labour daily newspaper in Canada.

Resolutions Not Presented

A number of the 256 resolutions submitted by CCL affiliates did not reach the convention floor. Among them were resolutions that—

Requested all CCL unions to urge their provincial federations to adopt a 10-per-cent per capita tax for political action committee purposes;

Expressed the CCL's "unalterable opposition" to any form of compulsory arbitration;

Called on the Congress to record its opposition to any form of tipping and to take the lead in seeking its elimination;

Requested the Government to launch and vigorously conduct an investigation into "disproportionate" price spreads.

Committee on Human Rights

The federal Government is the only one that has done some educational work in connection with fair employment practices legislation, it was pointed out in the report of the CCL's National Committee on Human Rights, presented to the convention by Committee Chairman R. J. Lamoureux. The Committee commended the work of the Fair Employment Practices Section of the federal Department of Labour.

The report criticized the "blatantly racist" provisions of the Immigration Act and urged continued representations to the Government to have the Act amended.

The Committee also called on the federal Government to set up an advisory body to assist the Department of Labour in administering the Canada Fair Employment Practices Act and related legislation. Provincial governments that enact similar legislation should establish advisory committees, too, the report said. Labour representatives should be included on such committees.

A delegate suggested the establishment of a "Human Rights Department" in the new Congress.

Publicity Committee

Indication that the organizing campaign to be undertaken by the labour congress that will result from the merger of the TLC and CCL will be directed primarily at "white-collar" workers was given in the report of the publicity committee presented to the convention by Robert Buchanan, American Newspaper Guild, committee chairman.

"A primary aim of the new congress will be a drive to organize tens of thousands of the unorganized," the report said. "Thus labour's public now more than ever includes workers whose understanding and support is essential if we are to expand the labour movement. Especially in the white-collar field must labour explain its aims and seek support."

The committee urged a special publicity campaign with special emphasis on building greater understanding among the farm population and white-collar workers.

Criticism of the inadequacy of the opportunities given by the Canadian Broadcasting Corporation for the expression of labour's views was contained in the report. "There is an acute need," it said, "for programs that deal specifically with matters of such broad interest as industrial relations."

Chronology of Events Leading to Organic Labour Unity in Canada

At conventions this year both the Trades and Labor Congress of Canada and the Canadian Congress of Labour approved an agreement for merging their organizations. The new Canadian Labour Congress, with an affiliated membership of one million workers, will, as a result, hold its first convention in Toronto next April. The movement by the Canadian congresses towards organic unity has followed similar moves by the American Federation of Labor and the Congress of Industrial Organizations in the United States.

Historical Background

The Trades and Labor Congress was formed in 1886 and has always been the central labour body grouping the largest number of union members in Canada. In the mid-thirties, a dispute over the question of the industrial versus the craft form of organization arose in Canada as it did in the American Federation of Labor in the United States. As a result of this dispute in the United States, some predominantly industrial unions formed a Committee for Industrial Organization in 1935. They were formally expelled from the AFL in 1936 and two years later changed their name to Congress of Industrial Organizations. The affiliated locals of these industrial unions in Canada were expelled from the TLC in 1939 and joined with a group of Canadian unions belonging to the All-Canadian Congress of Labour in 1940 to form the Canadian Congress of Labour.

In the years between 1940 and 1953 the two congresses acted independently on most issues but joined forces on a number of occasions for common action on specific issues. For instance, the TLC and the CCL together with the Canadian and Catholic Confederation of Labour and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods united to request the imposition of price controls in 1950 and 1951. The leaders of these four organizations met and set up a joint committee to pool their resources in an effort to obtain government control of prices. The committee was made up of two senior executives of each organization. Joint action was undertaken through a publicity campaign and the presentation of briefs to the Federal Government. Although the Committee did not succeed in having prices government-controlled, it was decided to maintain the existence of the Committee to deal with any national issue affecting the members of the four groups. The committee disbanded after a few months, however, following dissension between TLC and CCL representatives.

At several annual conventions of the TLC and the CCL, resolutions in favour of labour unity were passed. At the very first convention of the CCL in 1940, a resolution was adopted which read in part:

> Therefore be it resolved that this Convention express its eagerness to extend this beneficial co-operation to embrace all branches of organized labour in Canada, and that the incoming executive be instructed to explore the possibility of bringing about, in co-operation with the Trades and Labour Congress of Canada, a complete consolidation of Canadian labour.

The TLC has also adopted resolutions calling for labour unity in Canada, at annual conventions. The 1949 convention, for example, adopted the following resolution:

> Whereas the complete unity of all working people is the ultimate goal of all honest trade union organizations;
>
> And whereas labour fully united would be a truly invulnerable force, working to the benefit of the vast majority of the citizens of this great country of Canada;
>
> And whereas only by complete unity can the efforts of the working man be utilized to its full advantage;
>
> Therefore be it resolved, that the Trades and Labor Congress of Canada as the largest representative body of labour in Canada continue its efforts to unite all the *bona fide* groups of organized labour.

The Steps Leading to Organic Unity

December 1953—The TLC and CCL set up a committee for the purpose of finding ways and means of promoting closer relations between, and the eventual merger of, their organizations. Committee members from the TLC included President Percy R. Bengough, Vice-president William Jenoves, Vice-president Claude Jodoin and General Secretary-Treasurer Gordon G. Cushing. The CCL members were: President A. R. Mosher, Secretary-Treasurer Donald MacDonald, and Vice-presidents George Burt and C. H. Millard.

This committee met regularly, beginning in January 1954, to consider a three-point program in relation to labour unity:—

(a) joint action on problems on which there already existed common views: unemployment, unemployment insurance, housing and a national health plan.

(b) a no-raiding agreement and tentatively joint representation to governments.

(c) exploration of the problems of organic unity.

January 1954—The first problem which the joint committee studied at its first meeting held in Ottawa on January 26 was that of unemployment. It was decided to promote a nation-wide campaign to help focus the public's attention on the problem. For the purpose of representations to governments on the problem of unemployment a sub-committee was made up of Gordon G. Cushing, General Secretary-Treasurer of the TLC; Donald MacDonald, Secretary-Treasurer of the CCL; Eugene A. Forsey, CCL Director of Research; and Leslie E. Wismer, TLC Director of Public Relations and Research.

At the same meeting the representatives of both congresses agreed to work towards the elimination of raiding between their member-unions. A joint statement of principles was made public after the meeting. This statement said:

The two committees agreed that co-operation between their two bodies and all of their many affiliated organizations would be possible only if all affiliates could agree to avoid enticing members from one organization to another. With a view to removing these practices from the fields embraced by the affiliated memberships of both congresses, the committees agreed in principle that the energies of both bodies and of their affiliates should be directed towards organization of the many thousands of Canadian workers who as yet have none of the benefits of union organization, and that all should refrain from enticing already organized members from one organization to another. When the details of this agreement have been worked out they will be submitted to the annual convention of the two congresses for approval and thereafter to their respective affiliates for their ratification.

February 1954—On February 11, a delegation from the TLC and the CCL, led by the President and Secretary of each congress, presented to the federal Cabinet a brief on unemployment. This representation was a result of the implementation of the program set up by the unity committees earlier in the year.

A no-raiding agreement for submission later in the year to conventions of both congresses was approved by the joint unity committee on February 26.

August 1954—At its annual convention held in Regina from August 23 to 28, the Trades and Labor Congress approved almost unanimously the terms of a no-raiding pact with the Canadian Congress of Labour. The agreement contained a pledge from each congress not to entice members from one congress to change allegiance to the other. It also outlined a procedure including reference to an impartial umpire as a last resort in the settlement of jurisdictional disputes. The agreement was to be binding initially only on unions directly chartered by each congress. The congresses, however, were to recommend signature of the agreement to all their affiliated unions.

September 1954—Delegates to the annual convention of the Canadian Congress of Labour also endorsed the no-raiding agreement adopted by the TLC convention a month earlier.

November 1954—Officers of both the TLC and the CCL signed on November 18, 1954, the no-raiding agreement approved by their respective conventions. The agreement became effective on January 1, 1955. A number of affiliated organizations were reported to have also signed the agreement in the following months.

March 1955—At a meeting on March 9, 1955, the joint TLC-CCL unity committee made public a set of principles on which tentative agreement had been reached regarding organic unity for the two congresses. The statement of principles contained 15 provisions, the major ones being:

The Trades and Labor Congress of Canada and the Canadian Congress of Labour shall merge into one completely autonomous labour centre. This new Congress shall embrace as equals all affiliated and chartered unions and organizations which are presently in either The Trades and Labor Congress of Canada or the Canadian Congress of Labour and which wish to join and will accept the policies and principles that will govern its affairs and activities. All other legitimate labour organizations within Canada, whether local, provincial, national or international, shall be eligible for membership.

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The principles of both the industrial and craft concepts of organization are recognized as equally necessary, and the new Congress will endeavour to organize all Canadian workers into the appropriate type of union.

The integrity of each affiliated union in the merged organization will be maintained and preserved.

Initially, the Regional and Departmental structures and all employees, including those engaged in administration, will be retained. Eventually the two structures shall be integrated into a unified structure.

Provincial Federations and Labour Councils will amalgamate as soon as practicable but in any event within two years following the merger of The Trades and Labor Congress of Canada and the Canadian Congress of Labour.

This statement of principles shall be submitted to the Executive Councils of the two Congresses, and if approved the TLC-CCL Unity Committee will commence at once to draft the balance of an agreement.

May 1955—The Unity Committee, having reached agreement on the basic principles to govern the proposed merger, held further meetings to work out the actual broad terms which the merger was to take. On May 9, 1955, the Committee made known that the following terms of merger had been agreed to by the TLC and CCL members of the Committee:

The name of the new centre: The Canadian Labour Congress.

The general organization of the Congress.

The per capita of the various affiliated bodies and general financial matters arising out of the merger.

A biennial convention as the supreme authority of the Congress.

An Executive Council of 16 members made up of the President and Executive Vice-president, a Secretary-Treasurer and 13 Vice-presidents to be chosen as follows:

	TLC	CCL
British Columbia.....	1	1
Prairie Provinces....	1	1
Ontario	2	2
Quebec	2	1
Atlantic Provinces...	1	1
	7	6

The Executive Council shall meet at least three times a year.

A General Board composed of the Executive Council and a designated representative of each International and National Union, Provincial Organization and Organizing Committee. This General Board shall function in an advisory and consultative capacity. It shall meet in the alternate years to the Constitutional Conventions of the merged Congress.

An extension of two years from the expiration date of the present no-raiding agreement.

The procedure by which the proposed merger agreement was to be approved, first by the Executive of each of the present congresses, and then by the convention of each congress. Following approval by each convention, the Unity Committe will draft a constitution based on the memorandum of agreement approved by the conventions of the two congresses. The Committee is empowered to call, then, a joint convention which will constitute the first biennial convention of the Canadian Labour Congress and at which the drafted constitution will be considered and adopted.

The principles and terms of the merger listed under the dates of March and May above were approved by the annual convention of the TLC at Windsor, Ont., on June 1, 1955, and by the CCL convention at Toronto, Ont., on October 12, 1955.

"CCCL Must Not Forget Origin and Ideology in Exchange for Amalgamation with International Unions"—Marchand

Organic labour unity is not an absolute value to which all other values must be subjected, and the CCCL must not forget its origin, its past and its ideology in exchange for amalgamation with international unions, said Jean Marchand, General Secretary of the CCCL, at a supper meeting organized by the Education Committee of the Montreal Central Council.

Mr. Marchand specified that the principles which justify the existence of the CCCL and which give it its strength are "those concepts which enable it to contemplate a reform of the present structures of society in accordance with Christian principles".

"If money and capital know no boundary-lines," Mr. Marchand continued, "the workers, who are human beings with their own individuality, who have national ties as well as divergent economic interests, according to whether they live in the United States or in Canada, cannot easily belong to a single organization."

In place of organic labour unity, the General Secretary of the CCCL suggested a formula which would respect the characteristics of each group but which, at the same time, would be of a nature to satisfy the labour world's instinct for solidarity.

34th Convention of Canadian and Catholic Confederation of Labour

Delegates give most time to discussion of suggested structural reform. CCCL decides to remain aloof from any merger while expressing favour with principle of labour unity provided Canadian independence assured

The 34th convention of the Canadian and Catholic Confederation of Labour, held in Quebec from September 11 to 17, directed most of its efforts to a suggested overhaul of its structure with a view to greater efficiency.

The Confederation decided, during the first few hours of the convention, to remain aloof from the amalgamation movement now sweeping organized labour both in Canada and the United States but set up a nine-member committee to study the question of labour unity and report at next year's convention. The delegates declared themselves in favour of the principle of labour unity provided that the Canadian labour movement established its independence and that each group retained its own characteristics.

Steps were taken aimed at better settlement of strikes and a profound analysis of the CCL's own position was made.

Some 435 delegates, representing nearly 100,000 union members, attended the convention, which took place in the CCCL building.

The 1955 meeting might be called an internal management convention. Problems concerning the CCCL as such monopolized the discussions. At the close of the convention it was agreed to make a careful study of the structure of the CCCL during the year with the idea of centralizing the services, to set up a strategy committee with regard to strikes and to increase contributions to the "professional defence" fund.

Other problems, such as unemployment and political orientation, though not entirely overlooked, were dealt with more briefly.

The convention was presided over by Gérard Picard, who was the object of a vote of confidence in which the delegates refused, by a secret ballot of 291 votes to 77, to censure his attitude in a labour dispute at a Montreal daily newspaper.

Mr. Picard was re-elected General President, by acclamation, for his tenth term. Jean Marchand was likewise re-elected General Secretary. The Treasurer, Emile Hébert of Shawinigan Falls, and two Vice-presidents, Roger Mathieu and Miss Madeleine Brosseau, both of Montreal, are the only new faces on the Executive Committee.

Official Opening

The official opening of the convention took place on Sunday afternoon, in the presence of an imposing number of distinguished visitors, including His Excellency Mgr. Maurice Roy, Archbishop of Quebec; the Hon. Milton F. Gregg, Minister of Labour; and His Worship Mayor Wilfrid Hamel of Quebec. The provincial Minister of Labour was represented by the Deputy Minister, Gérard Tremblay.

The delegates had attended mass that morning, in a group, in the Quebec Seminary chapel. Mass was celebrated by the Rev. Canon Henri Pichette, General Chaplain of the CCCL, and the sermon was preached by the Rev. Father Philippe Laberge, assistant chaplain to the syndicates of Quebec Diocese.

The convention opened under the chairmanship of Joseph Parent, one of the Vice-presidents of the CCCL, in his capacity as President of the Quebec Central Council.

Hon. Milton F. Gregg

While being careful not to suggest that all the economic and employment problems we have been facing will be quickly removed, the Hon. Milton F. Gregg, Minister of Labour, stressed the fact that not a few "encouraging" signs point at the moment to greater strength in our economy. The Government stands by its policy of doing everything it can to foster an economic climate in which a stable and high level of employment and wages will prevail, he added.

Addressing the convention in French and in English, he insisted that "the current upsweep of the economy warrants a firm faith in the future".

Mr. Gregg recalled that, as regards the Canadian labour movement, the past year had been an eventful one. "Labour unity, automation, the guaranteed annual wage,"

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Message of CCCL's General Chaplain, Rev. Canon Henri Pichette

Extracts from the message of the Rev. Canon Henri Pichette, General Chaplain of the CCCL, reminding Catholics of the point of view they should adopt with regard to trade-union activity:

...The Church has always urged Catholic workers to form groups among themselves, wherever possible, in support of the same principles.... This is not a desire on the part of the Church for domination, intrusion or theocracy, where the legitimate autonomy of a secular sphere would be sacrificed, but rather a determination to ensure the subordination of the temporal domain to spiritual values and to give a Christian perspective to all. About 50 years ago, the hierarchy in the province of Quebec, after mature consideration, reached the conclusion that a Catholic labour movement was possible here, and that there should be one.

...Our Lords the Bishops and Archbishops realized that all neutrality practised in the economic and social spheres had become the fundamental failing of an economic society of liberal inspiration. They did not want the Catholic workers, in their efforts to improve their situation, to relapse into the same mistake to which they had already been victims. They rightly considered that there can be no durable social order, no real well-being, which is not based on Christianity and the application of Christian principles.... They refused the neutrality of North American trade-unionism for the Catholic workers of Quebec because this neutrality was to them, above all, the result of the attitude which had been accepted since the beginning of the capitalist era with regard to the relationship between religion and morals and economic and social problems.

...Moreover, the desire of the promoters of North American unionism to win over all workers without distinction, and to avoid anything which might lead to division within unions, such as political opinions, religious beliefs and rivalry between races, was recognized by our Lords the Bishops as justified outside the province of Quebec. They understood that, in circles with such divergent religious and philosophical convictions, there should be a desire to prevent the opposition between different religious convictions from being carried out as such into union activities, thus weakening what should be common action. These reasons, which might be valid elsewhere, the Episcopate did not consider valid here, where the vast majority of the people are Catholic...

On the whole, the neutral unions have not fallen a prey to Marxism. However, they have not been able to prevent the most diverse tendencies and the most antagonistic ideas from appearing in their midst, according to the circumstances of time, place and person. A good many of them have been, quite simply, opportunist. Their aspirations have been limited almost exclusively to temporal things....

...You will acknowledge, too, that you should co-operate whole-heartedly with all who really have in view the welfare of society. Our ideal does not force us to seek separation or isolation; on the contrary, it suggests strength through unity —that strength which we will willingly associate with all other constructive movements for the well-being of the workers. We must seek unity not only in order to guard against danger and fight wrong, but above all in order to contribute towards the promotion of good. That is why we must have an open mind for whatever is good in the aspirations of others.... Tolerance towards others must never be practised to the detriment of your authenticity. Try to co-operate while safeguarding your autonomy; well being does not lie in uniformity, but in the co-operation of all constructive forces.

...The respect which you ask for your convictions, you ought to have it, and you must have it, for those non-Catholics whom you accept as members; you must in no way do violence to their conscience. On several occasions you have offered your loyal co-operation to other union organizations with regard to subjects of common interest, and you will not refuse it in future. Frank co-operation is not incompatible with full respect for your responsibilities as Catholics. However, having sought an ideal form of union organization for Catholics, you cannot depart from it without good reason. Because of different circumstances in other quarters, the Sovereign Pontiffs and the religious authorities have allowed the workers to join other organizations; but they asked that certain definite conditions be respected. In the spiritual sphere, in union matters, no other formula could give the results obtained by groups which derived their inspiration from the social doctrine of the Church. Your syndicates have a real purpose of a temporal nature, and they must be effective and meet the needs of the workers. The hierarchical Church never seeks supernatural ends by denying the nature of things; it has profound respect for the nature of things, as for everything which comes from God. When this real purpose of your syndicates has been seriously compromised because of its confessional character, advise the religious authorities; they will not fail to understand you and to give you proper directives...



The CCCL Executive Committee for 1955-56 (left to right): 4th Vice-president Adrien Plourde, 5th Vice-president Jean Robert Ouellet, Canon Henri Pichette, General Secretary Jean Marchand, 2nd Vice-president Roger Mathieu, General President Gérard Picard, Treasurer J. Emile Hébert, election chairman Roméo Ethier, 7th Vice-president Miss Madeleine Brosseau, 3rd Vice-president Joseph Parent, 1st Vice-president René Gosselin. Absent: 6th Vice-president R. Hamel.

he said, "have passed from the realm of conjecture to that of serious consideration."

Citing the latest employment figures, he pointed out that during the past year the Canadian economy showed a strong recovery. He added:

These signs of greater strength in our economy are encouraging. Industrial production is up from last year, exports are noticeably higher, retail sales have remained strong and investment prospects are good.

The Minister recalled last year's program designed to increase employment for those out of work because of seasonal factors. The Department of Labour and the National Employment Service will increase their support for the efforts of Local Employment Committees this late fall and coming winter, he promised.

Mr. Gregg recalled that it is the policy of the federal Government to arrange its contracts and undertakings so that they will have the maximum effect, employment-wise, during the winter months.

He asked for the support of employer and worker organizations as well as the co-operation of the consumers in alleviating seasonal unemployment.

In closing, Mr. Gregg stressed that the federal Government is taking a more and more active part in international affairs, designed to promote peace and the welfare of those who do the world's work everywhere. He praised the CCCL for its efforts and co-operation in this field.

Mgr. Maurice Roy

His Excellency Mgr. Maurice Roy, Archbishop of Quebec, reminded the delegates that problems of a moral nature arise in the economic field as well as elsewhere, and he urged them to solve these problems according to the word of the Gospel.

"Too many men," he said, "be they employers or workers, will not readily admit that their professional dealings must be guided by the light of the Gospel."

The distinguished prelate pointed out that one must not believe that the labour world, because of its own legislation and institutions, has become a world apart, completely separated from the ordinary world, the world created by God.

The Archbishop stated that the Church cannot tell union members in advance and down to the last detail what they should do or avoid doing in organizing a

Dean of the Delegates

A. E. Lortie, representing the municipal employees of the city of Quebec, was not only the oldest, but also the dean of the delegates at the convention.

Mr. Lortie, who is 74 and has been a union member since 1899, participated in the historic shoe workers' strike at Quebec in October 1900.

He was present at the convention of the National Catholic Syndicates held at Hull in 1921, when the Canadian and Catholic Confederation of Labour was founded.

At the convention, Mr. Lortie related some of his experiences during the shoe workers' strike.

particular union or in negotiating a particular collective agreement. This is one of the reasons, he explained, why union leaders require a proper training to put them in a position to "decide in a Christian manner the concrete problems concerning which your conscience is constantly engaged".

In closing, Mgr. Roy stated that the Church is aware of the very real and very great responsibility of labour leaders, that it considers them as its co-workers and that it has faith in them.

The Archbishop of Quebec conveyed to the delegates a message from His Holiness Pope Pius XII, as well as an apostolic blessing.

Other Speakers

A number of other guests addressed the convention at the opening session.

Mayor Wilfrid Hamel of Quebec stated that "the CCCL's ability and devotion to duty contribute effectively towards the establishment of conditions of benefit to all".

Gérard Tremblay, provincial Deputy Minister of Labour, urged the CCCL to be "extremely cautious" in its study of the problem of labour unity. Pointing out that, as a founder of the CCCL, he could not wish for its elimination, he said: "In my opinion, it is not advisable that there be organic unity between the other labour organizations and the CCCL."

Among other guests at the convention were: Donat Quimper, provincial Assistant Deputy Minister of Labour; Paul Lebel, Chairman of the Superior Labour Council; J. B. Lemoine, General President of the Catholic Farmers' Union; Stanislas Picard, Manager of the Unemployment Insurance Commission office, Quebec; Alfred Charpentier, Quebec Labour Relations Board; Léo Bérubé, Secretary of the *Conseil de la Cooperation du Québec;* and the Rev. Father Gérard Dion, Assistant Director of the Department of Industrial Relations, Laval University.

General President's Report

The fact that Canadian units of international unions are under the domination of American leaders appears to be the CCCL's main objection to a merger with the other labour groups of the country.

That stands out from the CCCL General President's moral report, an elaborate one that gives a comprehensive view of the history of the labour movement, the structure of Canadian unionism, no-raiding pacts, organic labour unity in the United States and in Canada, and the development of the CCCL.

At the close of his statement Mr. Picard offered two suggestions, which, in fact, were the dominating themes of the convention: (1) to remodel the statutes and to find a more appropriate name; and (2) to study all aspects of the merger question in order that a decision may be made at the next convention.

History of the Labour Movement

Mr. Picard gave an outline of the history of the labour movement, not only in Canada but also in the United States and in England.

The AFL and the CIO have been "of great service to Canadian workers" and have "made an effective contribution to the improvement of wages and working conditions of their Canadian members," he pointed out.

However, he made the following reservation:

> It is nevertheless true that, more and more, Canadian workers see in the organic ties that bind them to the big American unions a form of colonialism which does not fit in well with the national sovereignty of which Canada enjoys most of the attributes. In the same way, the serious conflicts that exist between the commercial policy of the United States and that of Canada do not fail to attract the attention of the workers.

He explained his idea further as follows:

> It is obvious that most of the large joint stock companies of the United States have branches in Canada; but, must relations between labour organizations of the two countries be established by organic ties under which they are all bound to a central body, or may they be established, on matters of common interest, by official ties or by agreements between central bodies which are entirely autonomous? American workers would never accept organic ties which would bind them to a Canadian central body from which they might receive instructions or orders. The American Federation of Labor itself would never agree to being integrated organically, on the international level, with the ICFTU.

Recalling that some 200,000 workers are at present members of autonomous unions in Canada directly chartered either by the TLC or by the CCL, Mr. Picard wondered what direction these unions will take following the merger of American and Canadian central bodies when the professional jurisdiction of the various international unions is definitely established.

"This problem," he said, "will surely be one of the most serious ones that will have to be settled following merger of the central bodies."

Noting that the CCL is not affiliated with the CIO, although Canadian branches of the CIO are affiliated with it, and stating that the CIO has always shown more broadness of outlook in its relations with Canada than the AFL, Mr. Picard said:

CIO representatives in Canada have never been "out of friends" with the CCCL. The only exceptions may be counted on a few fingers of one hand. In a general way, relations between CIO unions and CCCL unions, as well as relations between the CCCL, the Quebec Federation of Industrial Unions and the Canadian Congress of Labour, have been characterized by cordiality and sympathetic understanding.

No-Raiding Pacts

In the no-raiding pacts Mr. Picard saw "a serious blow to the principle of union liberty" that is labour pluralism under the guise of managed labour.

The no-raiding pact between the AFL and the CIO, he said, "includes a notice to the workers that in future they must consider themselves the customers and not the members of the unions which they have joined".

As for the Canadian no-raiding pact, of which only the preamble differs from the American pact, the CCCL President was of the opinion that "it is a very clear indication that a large part of the Canadian labour movement is always trailing behind the American labour movement".

Labour Unity in U.S. and Canada

Drawing attention to certain paragraphs of the American proposal for organic labour unity and of the Canadian project, Mr. Picard noted that the Canadian plan largely drew its inspiration from the American, but that it was "less serene". He added:

Organic labour unity in the United States becomes reasonable as long as the two methods of labour organization (craft and industrial) are accepted generally on the same footing. The craft unions remain what they are and so do the industrial unions. In Canada, the branches of the AFL and of the CIO do not have different problems. The most serious conflicts which may arise in the future, both in the United States and in Canada, will probably be conflicts relating to professional jurisdiction. Political action, apparently, will be a delicate problem in Canada.

Development of the CCCL

The General President concluded his long report with a review of the development of the Catholic labour movement in the province of Quebec. "The CCCL has developed since it was first founded," he said, "and it is ready to develop further as new problems and new circumstances justify such development".

Mr. Picard concluded:

The true development that has taken place, although it has not yet been clearly established in its statutes, is that the CCCL, as a central body, has become a Christian labour organization inspired in its action by the social doctrine of the Church, and accepting into its ranks all workers regardless of sex, race, colour, language, religion or national origin. The committee for the remodelling of the statutes, if the convention remains in agreement, will have to take these points into consideration, as well as any other suggestions that may be made, and it should try to find a name more appropriate than the present one in order to better identify our group.

Another question of general interest, previously brought up, is that of organic labour unity and its effects on the CCCL... Preliminary discussion on the subject within the CCCL during the year indicated that the membership had not yet grasped the full meaning of the merger, although a certain number of leaders and members seem ready to express definite opinions on the various aspects of the problem. The CCCL would stand to gain by keeping up the study of this question for another year before adopting a definite position.

Labour Unity

The CCCL declared itself in favour of complete labour unity in Canada, provided the Canadian labour movement remains independent and provided each group keeps its individual characteristics.

Thus, without rejecting the principle of labour unity but with several reservations as to organic unity, the convention adopted a resolution that will guide a nine-member committee appointed to examine the problem more fully and report to the 1956 convention.

The merger issue was brought up on the very first day of the convention (it was the subject of the General President's moral report at the opening session) and was left, for this year at least, without the problem being settled or the CCCL committed one way or the other.

Following a full day's discussion during which the delegates were unanimously opposed to any organic merger, a five-member committee was appointed to prepare a "well considered" resolution, which was adopted without further discussion.



Miss Madeleine Brosseau
Won 7th Vice-presidency

This resolution specifies that the CCCL convention:

(1) Declares itself in favour of labour unity as a basic condition of the advancement of workers in this country and throughout the world;

(2) Considers there are several ways in which this unity may be brought about, either by organic merger of the central unions or by organizing joint action whenever the workers' interests require it;

(3) Points out that it has often happened in the past that the central unions have achieved unity of action in pursuing joint labour objectives;

(4) Believes that the existence of a number of central unions in this country or in the world can be justified for several reasons, including the adherence of the workers to distinct principles or ideologies;

(5) Declares itself prepared to undertake the study of the best means by which full labour unity can be realized in Canada while preserving the independent nature of the Canadian labour movement and respecting the individual characteristics of each group;

(6) Appoints a nine-member committee to undertake without delay a thorough study of this whole question within the meaning of this resolution and report to the next convention.

The nine members selected to make the study were: Jean Marchand, Maurice Vassart, Lucien Dorion, Roger Mathieu, Alphonse Proulx, Adrien Plourde, Yvan Legault, Adalbert April and T. S. Payne. President Picard is an *ex officio* member.

The General President took part in the debate twice, either to explain the intent and the scope of the merger in the United States and in Canada or to stress the reasons militating in favour of multiplicity of unions in Canada.

In the debate, the following points were made:—

That the CCCL has not sufficient information concerning the details of the organic merger;

That while a union of all Canadian workers would create formidable strength, several differences of principle and mentality would prevent such a union from functioning properly;

That Canadian unions should separate themselves completely from the United States unions and not remain satellites;

That in foreign affairs Canada should adopt a more energetic attitude and be "itself";

That the CCCL has its own reasons for following an independent course;

That organic unity is not necessarily advantageous to Canadian workers.

Jean Robert Ouellet of Montreal, one of the CCCL Vice-presidents, recalled that the CCCL was established to play a very definite part within the Canadian labour movement and that any merger would be in opposition to this purpose. He suggested the appointment of a liaison agency between the labour organizations of this country, which would make it possible to work together on the economic level without necessitating a merger.

Another CCCL Vice-president, René Gosselin, declared that union independence must be the keynote of labour progress. He protested against what he called "union colonialism," pointing out that it cannot be to the advantage of the Canadian worker to be dominated by American interests. However, Mr. Gosselin, who is President of the Textile Federation, suggested adopting a "co-operation without assimilation" formula.

Adrien Plourde, who is also a Vice-president of the CCCL, pointed out that the AFL and the CIO separated on a technical point, and that if they now want to get back together, it doesn't concern the CCCL.

Structural Reform

While aware that the structure given the organization in 1921 no longer meets present needs, and that certain services must be centralized in order to make them more efficient, the CCCL convention refused immediate acceptance of the reforms proposed by the Confederal Bureau, choosing rather to study the project during the year and to make a decision next year.

Following an all-day debate in which the delegates generally declared themselves in favour of reform, it was decided that the Executive and the Confederal Bureau would study the re-organization of the services during the year. Two months prior to the next convention, the latter will call a plenary session for the purpose of discussing the project and preparing its recommendations to the convention.

The Confederal Bureau's reform program which the convention preferred not to act on at this time was included in the Bureau's report. It was based on the following principles:

(a) The services, whether they concern organization, technical advice, etc., could generally be the exclusive responsibility of the CCCL. Furthermore, in case the syndicates wished it, the CCCL could supply them with business agents.

(b) In order to carry out the work so co-ordinated, the province would be divided into eight sectors, each under a regional director who would be responsible to the Confederal Bureau and to the Executive.

(c) The federations and central councils would be maintained, each having as its main objective to guide the general policy of the movement and represent the workers of their own sectors.

(d) The per capita contributions of central councils and Federations could be levied by the CCCL, which would redistribute them.

(e) The general per capita contributions to the CCCL could be set according to the cost of such services as the syndicates wished to obtain.

The reform program implied a new name, but no mention of this was made during the discussion. (In his report, the General President stated that the organization should seek "a name that would be more appropriate than the present one, in order to better identify our movement".)

The Secretary made a vehement appeal in favour of a structural reform, stating that "the CCCL does not exist for its own frame-work, nor for its personnel, but to defend the interests of all workers". He declared: "If the CCCL is not prepared to consolidate and to give all the services to which our members are entitled, it would be better to merge, because we shall no longer have the right to stand alone."

Roger Mathieu, President of the Montreal Central Council, stated that he was in favour of the principle of modifying the structure, but he objected to the immediate adoption of the program. Mr. Mathieu pointed out that there were many problems, at the level of the CCCL itself, and that for the time being, it was better for the CCCL to discharge its present responsibilities before accepting new ones.



A. E. Lortie
Dean of Delegates

J. R. Ouellet, one of the CCCL Vice-presidents, stressed the fact that it was not a question of the central council and federations giving up their jurisdiction, but rather a matter of centralizing certain services in order to make them more efficient. "No central council, no federation has ever been able to solve its problems without the help of the CCCL," he said.

S. Ted Payne, one of the Vice-presidents of the Metal Trades Federation, said he had noted a duplication and a loss of both time and money due to a lack of efficiency. He insisted that every worker "should receive a value of 100 cents for every dollar of his contributions."

William Léger, President of the Building Federation, objected to the reform because it would necessarily imply an increase of per capita contributions. "It is not so much our present structure which is responsible for our deficiencies," he said, "but rather the fact that they are managed by human beings."

Warning against the threat of "union oligarchy", René Bélanger, President of the Federation of Employees of Municipal and School Corporations, strongly objected to any encroachment upon the domain of federations and central councils.

René Harmegnies, Director of Organization Services, held that the conflicts of recent years have proved the weakness of scattered forces. "Decentralization", he said, "precludes unity of thought in the labour movement."



René Bélanger
Moved Censure

Two other Vice-presidents spoke in favour of reforming the structures; René Gosselin pointed out that solidarity should not stop at the federation and central council levels, while Adrien Plourde blamed "the lordlings who would have autonomy for themselves but not for their syndicates".

In summing up, the General President stated that the Executive is not overly anxious to assume new responsibilities in directing the entire membership of the CCCL, but added that it must be understood that changes will have to be made sooner or later.

Strategy Committee

The convention set up a strategy committee of three members, whose duties will be to follow negotiations, to inquire into labour disputes and to authorize in the first instance, although jointly with the President and the Secretary, financial aid in case of disputes.

The members of this committee will be chosen by the Executive from outside its ranks.

This decision follows the wishes expressed during the convention concerning the need for a better settlement of strikes.

The General Secretary stressed the fact that the CCCL had no means to authorize or defend work stoppages, that that was an anomaly since it is the CCCL, through the professional defence fund, which finds itself involved in the last resort.

This question gave rise to a fairly lengthy discussion as to who would appoint the committee, to whom it would be responsible and what would be the extent of its jurisdiction.

Mr. Marchand stressed the need for leaving it to the Executive to appoint the committee.

"We must not take away from the Executive the authority which is due it," Mr. Marchand maintained. "Change the Executive if you wish, but don't undermine its authority in such an important sphere as that of strikes and bargaining."

The resolution establishing this strategy committee stipulates:

(1) That a three-man strategy committee be appointed by the Executive of the CCCL;

(2) That the duties of this committee, responsible to the Executive, shall be as follows:

(a) to follow in a general way the evolution of collective bargaining, and to report to the Confederal Bureau on the subject;

(b) to inquire into every labour dispute in the movement;

(c) to authorize in the first instance, jointly with the President and the General Secretary, or their authorized representatives, all financial assistance in case of disputes;

(3) Organizations concerned have the right to appeal to the Executive of the CCCL, whose decision shall be final.

Motion of Censure

A motion of censure against the General President for his handling of a dispute involving the Montreal daily newspaper *Le Devoir* last April was rejected, after much discussion, by a vote of 291 to 77.

Before the debate, opened by the President of the Federation of Employees of Municipal and School Corporations, ended in a personal victory for Mr. Picard, many delegates came close to blows.

The motion of censure by René Bélanger of Quebec City was as follows:

The convention regrets the individual action of the President in this dispute, and that he did not deem it advisable to submit his intentions beforehand to the Executive and to the Confederal Bureau; this was prejudicial to the mutual bonds of confidence (highly-worth-while and helpful to the Catholic union movement) between *Le Devoir* and the CCCL at a time when they (such bonds) are most urgently needed.

In his Confederal Bureau report, the General Secretary devoted several pages to the *Devoir* dispute, pointing out that its importance did not derive from the extent of the economic forces facing each other, but rather from the principles involved.

In relating the events which led the General President to advise the Montreal newspapermen to respect the picket lines

in the dispute between the management of *Le Devoir* and a group of printers affiliated with the CCCL, Jean Marchand pointed out:

This was the first time that the CCCL had to make an official statement on this issue in a specific case. Mr. Picard's decision set a precedent, which, until the next general convention of the CCCL, became a policy of the movement. Besides, this decision was unanimously approved by the movement's Executive and Confederal Bureau. Respect for any picket line set up with good reason therefore becomes a condition of membership for members of the CCCL.

In fact, it was not so much against the decision made that Mr. Bélanger protested, but rather against the fact that the President had made "an individual decision". He reproached him for not having submitted the problem to the Confederal Bureau first.

In his own defence, Mr. Picard related at length the events leading up to his decision, stressing the fact that it had to be made instantly.

Vindicating his authority, Mr. Picard added:

I haven't any regrets for the decision I made and I would act in the same manner if a similar situation arose again. As General President of the CCCL, I had to make such a decision. If the President cannot make such decisions when he is unable to call a meeting of the Confederal Bureau, I insist on knowing it. If the Executive and the Confederal Bureau had later censured me by not approving my action, the situation would now be different, but both these bodies have ratified my decision.

Many delegates declared themselves "offended" by this motion of censure and insisted on its repeal on the ground that it was "detrimental to the convention".

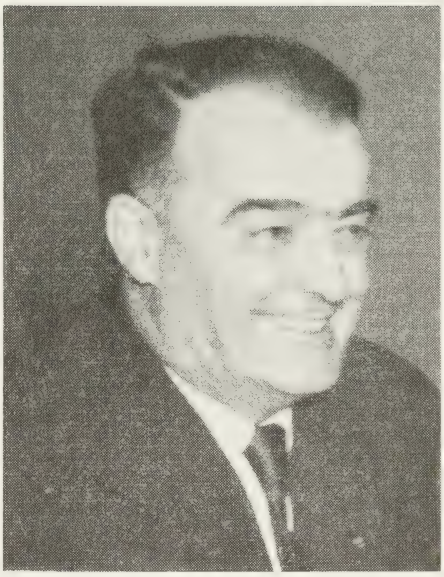
Maurice Vassart of Montreal suggested censuring the author of the resolution rather than the General President.

Roger Mathieu, President of the Montreal Journalists' Syndicate, pointed out that it was advisable to consider this motion and "defeat it unanimously".

J. R. Ouellet, Vice-president, said the motion was a "malicious" attempt by one delegate to discredit the CCCL.

Among those who regretted that this resolution was brought up at the convention was the General Secretary, who was in Europe at the time of the dispute. Mr. Marchand declared that if a debatable issue could be found in the *Devoir* affair, there was absolutely none to be found with regard to the President's responsibilities.

"The only principle at issue," he said, "is that of respecting the picket line. This problem could have been discussed without censuring the General President."



J. Emile Hébert
New Treasurer

In his report to the convention the Secretary had, moreover, clearly indicated the position of the Confederal Bureau on this question when he declared that:

For ten years, *Le Devoir,* organ of the French-Canadian nationalist movement, had taken, on social issues, a progressive attitude which had brought it closer to the labour movement and especially to the CCCL... *Le Devoir* had changed to the point of fighting social injustice as vigorously as it upheld the nationalist idea... The CCCL, very close to *Le Devoir* by its history and inspiration, suffered more than any other central union in this sorry business, in which, moreover, it was only indirectly involved at first.

Professional Defence Fund

After studying for two days behind closed doors the condition of the professional defence fund, the convention decided to increase the assessment of each member for this fund by ten cents a month, thus bringing the monthly contribution to 35 cents.

This increase is to come into effect in two stages—five cents more from October 1, 1955, and another five cents beginning January 1, 1956.

The original proposal, submitted by both the National Textile Federation and the Shawinigan Falls Central Council, suggested that the assessment be increased to a dollar a month.

It is estimated that this increase will bring contributions to the strike fund to about $400,000 a year.

Unemployment

The convention approved a four-point resolution on unemployment providing for the formation of a cartel with the other central congresses and a march on Ottawa.

Despite an outburst by Michel Chartrand, business agent for the Shawinigan Central Council, who held that the unemployment problem was actually the most crucial one, the convention made its attitude clear without much discussion.

The resolution which was adopted requested the CCCL to work out a coherent policy with regard to unemployment, approved a wide publicity campaign to awaken public opinion, held out a hand to the other central congresses to form a cartel in the matter and approved a march on Ottawa together with the other central congresses.

Noting the numerous resolutions dealing with unemployment, the General Secretary struck the key note of the discussion by stressing that the CCCL brief, on that problem, was quite complete already, but that concrete measures were lacking.

It was Maurice Vassart, business agent for the Chemical Workers' Federation, who suggested the addition of the last two points dealing with the formation of a cartel and the march on Ottawa.

Stating that such a cartel had already been formed in Montreal, at the Council level, Mr. Vassart said that it was through such representations that the labour class ran "the best chance of acting effectively". He emphasized the need for working together with the other central congresses.

Mr. Marchand stated, however, that the CCCL could not do it alone, "without the support of workers from all centres".

Political Action

The political leaning of the CCCL, which was the subject of long discussions at the last three conventions, was barely dealt with this year.

Refusing to go over previous discussions, the convention decided to be satisfied with the *status quo*.

René Bélanger of Quebec tried to bring the question up, but the convention was satisfied with the General Secretary's recommendation "to be careful in action" without changing the views previously adopted in any way.

Sunday Work

The convention reiterated its opposition to Sunday work and decided upon launching a campaign to alert public opinion.

Michel Chartrand of Shawinigan proposed a three-point resolution providing for a newspaper campaign to alert public opinion, for the education of union members so that they will be able to resist the lure of high wages paid on Sunday, and for pressure on the provincial Government with a view to greater respect for the Act.

The General Secretary stated that it was not normal to wait for the workers to complain before enforcing Sunday observance and taking action. Mr. Marchand suggested that a standing inquiry committee for the lodging of complaints be created.

Mr. Chartrand stated that Sunday work was steadily increasing in the province and that it was time to put an end to such abuses.

The Director of the Research Service, Marius Bergeron, specified that a recent investigation, the results of which are to be published soon, "shows unequivocally that there is violation of Sunday observance in the province of Quebec".

On the other hand, the Secretary of the Building Federation, J. B. Délisle of Montreal, remarked that "the workers were partly responsible for the situation because they insist that Sunday work be paid for at time and a half or double time".

Resolutions

Proceeding rapidly, the convention considered more than 130 resolutions during the last two days. Dealing with a multiplicity of subjects, these resolutions concerned either the federal Government, the provincial Government or the management of the CCCL.

Health Insurance

For the first time, the convention declared itself in favour of the principle of national health insurance.

This resolution, which came before the convention at 11:15 Saturday evening, just before adjournment, was passed without discussion.

Submitted by the Metal Trades Federation, the resolution simply states that the CCCL is in favour of national health insurance and asks that it be put into effect as soon as possible.

Union Label

The CCCL decided to launch a publicity campaign urging its members to buy products of union make; for this purpose, it sanctioned the publication of a directory giving a list of these products.

CCCL Membership

The CCCL membership increased slightly during the year ended May 31, 1955, according to the report of the Confederal Bureau. The decrease in the number of syndicates is partly accounted for by the merger of a number of them.

The following table shows the number of syndicates and the membership per federation as of May 31, 1955, as well as the increase or decrease when compared with May 31, 1954.

Federations	Syndicates		Membership	
Barbers—Hairdressers	14	+2	614	+111
Full Fashioned and Circular Hosiery	13	*	1,292	−421
Construction	64	−13	19,014	+59
Wood working	22	*	3,254	+219
Commerce	21	−1	3,915	+450
Leather and Shoe	15	+1	4,351	+150
Municipal and School Corporations	39	*	5,397	−143
Printing	24	+2	3,320	+1
Chemical industry	7	*	2,984	*
Mining Industry	12	+1	4,925	+155
Metallurgy	36	+1	14,222	−732
Pulp-Paper	43	+2	11,065	+365
Services	24	+1	6,479	+406
Textile	25	−4	8,117	+291
Clothing	18	*	3,649	−520
	377	−12	92,598	+391
Syndicates directly affiliated to the CCCL	38	−9	4,575	−327
	415	−21	97,173	+64

* No change.

The resolution, presented by the Commerce Federation, also urges union customers to ask for the services of unionized clerks, and encourages establishments whose employees are union members.

Butter Surplus

A resolution providing means for disposing of the excess butter accumulated in the country was carried without discussion.

The suggestion, made by the Quebec Central Council, called on the federal Government to distribute each month, to Canadian families, a stamp worth 20 cents for each child receiving Family Allowances; this stamp would make it possible to purchase a pound of butter at the market price less 20 cents.

In addition to the specific resolutions mentioned above, the convention:—

Asked the provincial Minister of Labour to publish all reports of arbitration awards.

Requested the federal Government to reimpose controls on currency and credit.

Suggested several amendments to the Bankruptcy Act in order to protect the worker's wages.

Recommended that the Act dealing with municipal and school corporations and their employees be amended so as to provide automatic renewal of agreements signed under the Act, the fixing of a time limit of three months for announcing arbitration awards, and making the decision retroactive to the expiration date of the last collective agreement.

Recommended that hospitals, religious institutions and municipal and school corporations be included in the Workmen's Compensation Act.

Asked the Department of Education to intensify its education program on trade unionism.

Decided to study the type of enterprises best suited to the development of the natural resources of the province of Quebec.

Adopted several recommendations concerning the improvement of wages and working conditions at the Government Printing Bureau.

Pressed for appointment of a federal Commission to study the problems of the aged.

Suggested to the federal Government that it intensify its research into technical methods and economic measures calculated to reduce seasonal employment variations.

Election of Officers

Gérard Picard was re-elected General President of the CCCL by acclamation, for a tenth term, at the election of members of the Executive Committee, when three new members, a Treasurer and two Vice-presidents, were chosen.

Jean Marchand was also re-elected by acclamation as General Secretary. This will be his eighth term.

The new Treasurer is Emile Hébert of Shawinigan Falls, President of the Federation of Chemical Workers, who won over René Bélanger of Quebec by a narrow majority of four votes. Mr. Hébert succeeds Roméo Ethier, who has retired after serving on the Committee for 12 years.

The two new Vice-presidents are: Roger Mathieu, President of the Montreal Central Council, elected Second Vice-president by acclamation, and Miss Madeleine Brosseau, also of Montreal, who was elected Seventh Vice-president, winning over Miss Yolande Valois of Sorel by the narrow majority of two votes. Miss Aurore Berry of Montreal was eliminated on the first ballot.

The other five Vice-presidents were all re-elected, only Jean-Robert Ouellet having to stand for election for the Fifth Vice-presidency. They are: First Vice-president, René Gosselin of Granby; Third Vice-president, Joseph Parent of Quebec; Fourth Vice-president, Adrien Plourde of Arvida; Sixth Vice-president, Rodolphe Hamel of Asbestos.

Referred to Executive

In spite of the length of the meetings and two evening sittings, the seven days of the convention were not long enough to enable the delegates to get through all the work they had on hand. For lack of time, numerous committee reports, including the reports of the Education, Organization and Newspaper Services, and the study of the draft Labour Code had to be referred to the Executive.

43rd Annual Convention of the New Brunswick Federation of Labour

Delegates give "unqualified support" to federal-provincial vocational training program, call for 30-hour week, urge introduction of national health insurance plan. Number of vice-presidents raised from 3 to 5

In a "tidying-up" convention, the New Brunswick Federation of Labour, at its 43rd annual meeting, at Campbellton, September 12 to 14, concentrated on a number of urgent objectives preparatory to the pending Canadian labour merger.

The Federation amended its constitution to increase the number of its vice-presidents from three to five.

In decisive action on a number of federal and provincial matters, the delegates: (1) gave "unqualified support" to the federal-provincial vocational training program, cautioning against any weakening of its scope; (2) endorsed a resolution calling for a 30-hour week spread over five 6-hour days with no reduction in take-home pay; (3) urged introduction of a national health insurance plan on a contributory basis; (4) requested amendments to the National Housing Act providing for 3 per cent interest on building loans, construction of low-rental houses built under union conditions and deploring what the resolution termed "rampant profiteering and speculation in land values in many municipalities".

The delegates applauded sharp criticism on the "opposition" of employers in the saw-mill and logging industry in barring union organizers from visiting bush camps and conducting meetings. They were also sharply critical of the attitude of the Fredericton Police Commission towards members of the city police force. It was alleged that Fredericton police were threatened with dismissal "if they had anything to do with a union".

A unanimous standing vote called upon the provincial government to clarify the issue and bring policemen definitely within the scope of the provincial Labour Relations Act.

Constituting a record attendance, there were 151 delegates representing five Trades and Labour Councils and 73 locals. Present also were nine paternal delegates and 13 guests. The Federation has more than 30,000 dues-paying members.



Newly-elected officers of the New Brunswick Federation of Labour. Seated (left to right): Secretary-Treasurer W. E. McCarlie, President James A. Whitebone and 1st Vice-president W. E. Touchie; standing: E. F. Charlton, delegate to the TLC convention, 4th Vice-president Rolland Blanchette, 5th Vice-president L. S. Anderson, 2nd Vice-president W. A. MacMillan, 3rd Vice-president Arthur MacLean.

In the formal opening, presided over by Vice-president W. A. MacMillan, the delegates were welcomed to New Brunswick and Campbellton by Hon. Roger Pichette, Minister of Industry and Development, and by Mayor J. W. Howard.

Hon. A. E. Skaling

Hon. A. E. Skaling, New Brunswick Minister of Labour, gave an analysis of the work of his Department during the year in such matters as conciliation, apprenticeship, inspection services and new labour legislation, including the increase in workmen's compensation benefits, Vacation Pay Act, Labour Relations Act, and Weekly Rest Period Act.

Dealing with measures to cope with seasonal unemployment, Mr. Skaling outlined the co-operation of his Department with the Federal Department of Labour in setting up an Inter-Departmental Construction Project Timing Committee consisting of eight deputy heads of government agencies directly concerned with construction work under the chairmanship of Douglas Cochrane, Provincial Deputy Minister of Labour. The Minister noted increasing evidence of this Committee's effective work in timing construction projects.

Hon. Milton F. Gregg

Hon. Milton F. Gregg, Federal Minister of Labour, on following Hon. Mr. Skaling, commented on the close co-operation between their two departments especially in the area where federal and provincial jurisdiction merged such as in planning for the alleviation of seasonal unemployment.

Tracing industrial-labour progress in the postwar decade, Mr. Gregg outlined the factors that contributed to it. "Pessimists had declared that there could not be a high level of employment unless the nation is scared of war but we decided that if there was to be a third world war we would not be caught short this time and so we prepared in stock piling, in defence spending. This was paralleled by a steady development of our national economy," he said. Indicative of the regard for the worker's welfare, the Minister pointed to the greatly improved position of those protected by unemployment insurance now as compared with ten years ago.

Mr. Gregg saw further evidence of national well-being in the fact that "there are 180,000 more workers in our working force than one year ago and at the moment those seeking better jobs are only 2·8 per cent of our working force".

Touching on seasonal unemployment, in the alleviation of which the federal department had given planning and leadership, the Minister warned that with the advent of winter there would be a slump in employment. "Consequently," he said, "it is a case of getting things worked out before winter comes."

He was confident that planning could remove the "sharp edge" of seasonal unemployment, although it might not "level off the peak". Any such move, initiated on a local level, would have the "greatest support" of the federal labour department. "One of our most important jobs is to work together to solve the problem of seasonal unemployment," he told the delegates.

Moncton had been a pioneer in preparing ahead for winter work, Mr. Gregg said. It had adopted this policy in 1949 and he wanted to pay tribute to civic leaders for their foresight. The city also had been a pacemaker in construction under the Veterans' Land Act housing scheme.

Mr. Gregg heard himself complimented by Federation President James A. Whitebone, who, quoting Percy Bengough, President Emeritus of the Trades and Labour Congress of Canada, said Mr. Gregg "was the best labour minister Canada ever had, whose office was always open to unionists and who talked to them in their own language".

Douglas Cochrane

Douglas Cochrane, Provincial Deputy Minister of Labour, dealt chiefly with the work of the Inter-Departmental Committee on Seasonal Unemployment, pointing out that the federal department initiated action several years ago. He declared that "it had really caught on".

A cross-section of the Committee's membership indicated that "unemployment was not only a labour problem but a social problem," he said. The Committee had found that the cost of winter projects was not nearly as great as anticipated but he warned that "the spreading of construction work into winter months could not be regarded as a cure-all".

President's Report

In his comprehensive annual report to the Federation, President Whitebone touched on a wide range of labour problems in both federal and provincial jurisdictions.

Dealing with recent mining developments in the province, he found it "regrettable that due to lack of necessary refining facilities, ore and concentrates mined in this province must be shipped out of this country for smelting and final processing".

On the problem of electrical power, Mr. Whitebone said there was no doubt that several desirable industries had been deterred from locating in the province because of lack of inexpensive power. He urged proclamation of the Electric Energy Act, passed in 1931.

He praised Beechwood and other government power projects but said that even with their new output a great deal more power would be needed, "particularly by the mining and smelting expansion that is inevitable".

Turning to the employment situation in general, Mr. Whitebone admitted that the picture was "not nearly so serious as it was at this time last year". But he maintained that unemployment and underemployment still remained serious problems, leaving "a large proportion of our working population without work. We must continue to press for remedial action on the part of the governments who are in a position to do something about this distressing problem."

Referring to the provincial field, he said that "although strong representations have been made to the provincial government, not many of our requests on legislation have been adopted . . . but all these items will be pressed for in the coming year."

He added, however, that "examination of the record in the past quarter-century indicates tremendous advances in labour and social legislation in New Brunswick. We must recognize that the machinery of government is ponderous and slow-moving —which is perhaps a safeguard in some respects."

Mr. Whitebone noted a commendable upswing in the construction of new homes but he felt hardly anything had been done to provide low-rental homes for workers.

The Federation President touched only briefly on the proposed amalgamation of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. In so far as the provincial federation was concerned, he felt no decisions should be made until the joint merger convention at Toronto next April announces its decisions.

"I have no fears in connection with the amalgamation," he said. "And I am sure it will work out to the distinct advantage of the combined membership and the country."

He asserted that the St. Lawrence Waterway would "unquestionably deprive our Maritime ports of most of the ocean shipping which now provides a livelihood for thousands of our people." The answer to this situation, he claimed, was the

Chignecto Canal, "and its construction should no longer be delayed." Said Mr. Whitebone: "The canal would, in our opinion, not only provide employment and income to those directly dependent on shipping and allied occupations, but would greatly enhance the economy of the Maritimes."

Resolutions

Employers in the logging industry came under fire from two international officers of the United Brotherhood of Carpenters and Joiners when Andrew Cooper and Edouard Larose charged that union organizers were being barred from visiting bush camps. "The forests belong to the people and not to any employer cutting the natural resources of the province," Mr. Cooper declared, adding that when a lumber worker is living in a camp and paying his board, "that's his home".

Mr. Larose said the province's No. 1 industry was the lowest paid, with its workers being treated as "second-class citizens".

Third Vice-president Arthur MacLean, who is also a member of the provincial Labour Relations Board, touched off a major issue when he charged that "Fredericton police were threatened with immediate dismissal if they had anything to do with a union".

The original resolution, which was referred back for redrafting, charged in effect that policemen are not considered employees within the meaning of the New Brunswick Labour Relations Act.

After several delegates, including H. C. Tracy and J. Harold Stafford, had also denounced the alleged threat of dismissal, President Whitebone put the revamped resolution to a standing vote; it carried unanimously.

This is what the federation asked:

That the provincial government clarify the section and sub-section of the Labour Relations Act which deals with the definition of employees, so that it will read that every officer, servant and employee, including every member of the police force, shall be deemed to be employees when employed by any city, town, incorporated village, county, police commission or any authority appointed by same.

Three adopted resolutions called for changes in the Unemployment Insurance Act.

In the first, the convention urged abolition of the regulation disqualifying workers for unemployed benefits when such workers are unemployed "by reason of a legal lockout caused by an employer who has refused to accept the award of a Board of Conciliation".

In the second, the convention requested that the practice of employment officers "directing job applicants to employment at places where there is a legal strike be discontinued forthwith".

The third requested that "all employers and employees come under the Act".

The convention strongly supported the nursing profession in a resolution that urged the provincial government to enact new regulations covering nurses in training in New Brunswick hospitals. The proposed new regulations include: payment of not less than one dollar daily to student nurses for their first six months, with subsequent increases as training and proficiency progressed; free uniforms, text books and other necessities, along with satisfactory living accommodations; and a time limit on duty hours, including classes, of not more than 48 hours a week.

Delegates supported a resolution that urged the province to make available increased grants to set up training schools in selected hospitals, where handicapped people could be trained in new skills. The number of Canadians crippled by such diseases as polio, arthritis and similar disabilities is increasing, the resolution pointed out, and many of the victims became public charges through lack of proper vocational re-education.

Other Federation recommendations were:—

Adoption of the 40-hour week in practice rather than principle in all departments of the federal and provincial governments.

Enactment of a law whereby the Workmen's Compensation Board would be required to pay for medicines received under a doctor's prescription.

An amendment to the Compensation Act raising to $4,000 from $3,000 the maximum wage on which compensation to an injured worker may be based.

Introduction of a national health insurance plan on a contributory basis.

Further reductions in the provincial sales tax.

Abolition of all provincial amusement taxes on theatre tickets up to and including the price of 50 cents.

Legislation to require all corporations operating in New Brunswick to publish annual financial statements of their affairs in the province.

Other Speakers

The convention was addressed by Horace Pettigrove, Industrial Relations Officer, who represented the Federal Deputy Minister

of Labour, A. H. Brown. Mr. Pettigrove outlined some of the new factors that would emerge as a result of the labour merger and reviewed the positive progress of labour-management relations in New Brunswick, concluding with an outline of the federal jurisdiction in labour relations.

Others who addressed the convention included: W. Morley Roberts, Regional Employment Officer, Unemployment Insurance Commission, who outlined the work of the eleven employment offices in New Brunswick; D. J. Gannon, President of the recently-organized Nova Scotia Provincial Federation of Labour; John McLeod, Vice-President in Canada of the Bricklayers' International Union, who conducted the election of officers; B. W. Kelley, Director of Apprenticeship Training, and F. C. Sherwood, Chief Factory and Boiler Inspector, Province of New Brunswick.

Election of Officers

In the election of officers James A. Whitebone was re-elected president of the Federation, by acclamation, for his 25th consecutive term. Another acclamation was given Secretary-Treasurer William F. McCarlie.

The five vice-presidents elected were: William E. Touchie of Moncton, First Vice-president; W. A. MacMillan of Atholville, Second Vice-president; W. A. MacLean, Fredericton, Third Vice-president; Rolland Blanchette, Edmundston, Fourth Vice-president; and L. S. Anderson, Dalhousie, Fifth Vice-president.

Edward F. Charlton of Saint John was the unanimous choice as the Federation's delegate to the TLC-CCL merger convention in Toronto next April. Alternate is Ralph J. Boyd of Moncton.

Major Mergers Prompt Series of Amalgamations and Re-affiliations

The forthcoming AFL-CIO merger in the United States and that of the TLC and CCL in Canada is already prompting a series of amalgamations, alliances, affiliations or re-affiliations.

The International Brotherhood of Teamsters (AFL-TLC) recently announced that it had agreed to form an "alliance" with the International Longshoremen's Association (Ind-TLC). The two unions undertook to help each other in organizational matters and labour disputes for the next four years; and the Teamsters union will turn over an unknown sum to the ILA as part of the agreement. The latter union was expelled from the AFL because of alleged racketeer influence but its Canadian branch has retained its TLC affiliation.

The International Fur and Leather Workers Union, which was expelled from both the CIO and the CCL because of alleged Communist domination, recently announced that it had "cleaned house" and that it would merge with the Amalgamated Meat Cutters and Butcher Workmen (AFL-TLC). Louis B. Daniels, new Canadian head of the Fur and Leather Workers, said that a number of the union's executive had been expelled in the cleanup. From another source it was stated that eleven union officials in New York and four in Canada had been forced out. The Amalgamated Meat Cutters union was said to be fighting hard to retain its AFL charter, AFL officials being reported skeptical about its position.

Another union ousted from the CIO and CCL on account of charges that it was controlled by Communists is trying to return to its former allegiance. At the recent convention of the United Electrical, Radio and Machine Workers of America a resolution was passed directing the union's officers to continue talks with the AFL and CIO, with the aim of returning to the main body of the labour movement. The union has been negotiating with the International Union of Electrical, Radio and Machine Workers (CIO-CCL), the International Brotherhood of Electrical Workers (AFL-TLC) and the International Association of Machinists (AFL-TLC), with a view to unity.

The Textile Workers' Union (CIO-CCL) and the United Textile Workers (AFL-TLC), a short time ago bitter enemies, have decided to bury the hatchet and are trying to work out an arrangement to amalgamate. Their leaders have already agreed on a plan of mutual assistance in organizing, negotiations, conciliation and strikes.

At a constitutional conference held in October, the Canadian councils of the United Gas, Coke and Chemical Workers and the Oil Workers International Union (both CIO-CCL) approved the merger that formed the Canadian district of the new Oil, Chemical and Atomic Workers International Union (CIO-CCL).

50 Years Ago This Month

Early closing during summer months in effect for first time in many places across Canada in 1905—but employees often had to work longer hours during week to gain half-day holiday on Saturday, survey showed

Early closing arrangements of various kinds were in force throughout Canada during the summer of 1905. A survey made by the Department of Labour, the results of which were published in the November 1905 issue of the LABOUR GAZETTE, showed that retail clerks and barbers were chiefly affected, several thousands being allowed a half holiday or shorter working hours during the summer. In the building trades also there were a number of arrangements by which a half day was allowed during the warm weather, and in several towns factory employees obtained a half day on Saturdays, in some cases at the cost of longer hours during the first five days of the week.

A half holiday on Wednesday or Thursday was the most common form of early closing for retail clerks and barbers but in many cases the plan was to close the stores from one to three hours earlier than usual on certain days of the week, varying in number according to locality. In 29 out of 173 returns received, the early closing arrangement was reported as being in force in 1905 for the first time, but two stated that an arrangement of the kind previously in force had been discontinued.

Wages for woodworkers ranged from as low as $1.50 at some places in Eastern Canada to as high as $3.50 in British Columbia. Similar ranges prevailed for cabinet makers, upholsterers, and varnishers and polishers; but the highest rate for these trades was $4 at Nelson, B.C. These rates are given in an article on wages and hours of work in the woodworking industry published in the November 1905 GAZETTE.

Rates in the industry were generally higher, and hours shorter, in the larger centres than elsewhere. About 81 per cent of all returns reported a ten-hour day and about 16 per cent a nine-hour day.

Changes in wages were usually upwards in the third quarter of 1905, the most important increase affecting agricultural labour, owing to a strong demand for harvesters in the West. Among fishermen on the Fraser River, earnings were almost double those of 1904, owing to a heavy run of salmon and a long season. Lumbermen in the Ottawa Valley received a large increase in wages compared with the previous year. The most important increases affecting the skilled trades were in the clothing and printing industries. Garment pressers at Toronto gained an increase of from 25 to 30 cents an hour, compositors at Saint John, N.B., and Guelph, Ont., also receiving increases. Few reductions in wages were reported.

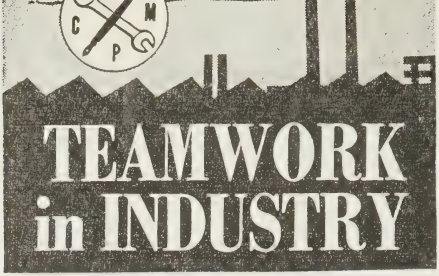
Labour disputes in October numbered 11, one more than a year earlier but 10 fewer than in the previous month. The number of working days lost during the month was 9,750, compared with 5,250 a year earlier and 53,800 in September 1905.

A strike of machinists employed by the Grand Trunk Railway Co., which began on March 18, continued throughout October, although it appeared that some progress was being made towards a settlement. Most of the men affected were at Stratford, Ont., but there were also a few at Toronto, St. Thomas and London, and a larger number at Port Huron in the United States.

This dispute, which began about wages and certain other conditions, was later complicated by the action of the Company in shutting down the shops at Stratford, throwing 1,050 men out of work. The shops were later re-opened but the machinists remained on strike. The Company stated that the shut-down was for repairs, but the union asserted that it was on account of the demands which they had made. (Reports in later issues of the LABOUR GAZETTE show that this dispute was never formally settled. The men gradually drifted away to other employment, and the strike evaporated.)

The number of immigrants arriving since the beginning of the fiscal year showed a slight falling off compared with the previous year. Arrivals from the United States especially were fewer than in 1904.

Industrial accidents during October 1905 numbered 345, of which 106 were fatal and 239 resulted in serious injuries. The sinking of the grain-laden barge *Minnedosa* during a storm on the Great Lakes caused the loss of eight lives, all on board being drowned.



Some months ago, the Department's publication *Teamwork in Industry* published a story telling how the Timken Roller Bearing Company helped solve the problem of having the firm notified when an employee would be late for work, or absent. It also took care of the matter of contacting employees by telephone during working hours.

Each employee was given a card to take home and place near the family telephone. On one side of the card was listed the number to be called in case the employee would be late or absent, while on the other side was listed the procedure to be followed if it was necessary to reach the employee on the job. The idea proved very satisfactory.

Now, another firm, Canadian Radio Manufacturing Corporation Limited, has put into service a card of a similar nature, the main difference between the two cards being that in the case of the latest one the information is printed on one side of the card, and it includes additional numbers of importance, such as police department and fire department phone numbers.

* * *

Remoteness from heavily populated centres is no barrier to the establishment of labour-management committees. Proof of this is seen in the Ontario Hydro-Electric Power Commission project at Manitou Falls, Ont.

The site of the project is remote—located on the English River, 224 miles northwest of Port Arthur, some 96 miles from the Ontario-Manitoba border.

However, in spite of its geographic position, or perhaps because of it, the Manitou Falls project boasts a very efficient LMPC, which works well for labour and management on the job, as well as for the community as a whole.

Information about the work of the committee reached the editor of *Teamwork in Industry* through *The Constructor,* the magazine published every two weeks at the project by the personnel department, Ontario Hydro-Electric Power Commission, Manitou Falls.

In and around the project area there is great need to guard against forest fires and *The Constructor* devotes considerable space in each issue to reminding residents of the dangers of fire, and the action to be taken for evacuation of the area if a fire should break out.

The LMPC functions smoothly, working tirelessly to solve the many problems that arise on a big job.

It would be impractical to mention here all the activities of the committee. Suffice it to say that everything from issuing rubber boots and raincoats to the workmen to putting the proper bevel on roadways so that rainwater will drain away properly is tackled—and satisfactorily solved, according to *The Constructor.*

Employees at the project are members of 18 international craft unions, forming the Ontario Hydro Allied Construction Council (AFL).

* * *

A Boston, Massachusetts, firm uses a plan with a different wrinkle for making its employees safety conscious.

Instead of having its departments compete against each other in accident reduction and prevention schemes, the company has started a contest in which each group competes against its own past record.

* * *

A workman at a hydro-electric project who wanted to know what benefits were derived from a safety program was given some answers that might be valuable to others. A good safety record, he was told, improves employee morale. It also makes jobs offered by the employer more attractive. There are records to prove that only as a last resort will people work in some concerns where the accident risk is high.

It was also answered that in the field of electric power supply safety programs help to reduce damage to equipment, and costly interruptions and delays in service. A proper safety program will improve the productivity of workers. A good safety record means that every job is being done properly.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held its August meeting on August 31 and September 1, and did not meet again in September. During September, the Board received the following 15 applications for certification:—

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by National Sand and Material Company Limited, Toronto, aboard the S.S. *Charles Dick* (Investigating Officer: R. L. O'Neill).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Sea Traders Limited, Halifax (Investigating Officer: D. T. Cochrane).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by United Towing and Salvage Company Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Mohawk Navigation Company Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Keystone Transports Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Beaconsfield Steamships Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Sincennes-McNaughton Line Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Transit Tankers and Terminals Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Davie Transportation Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

10. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Guy Tombs Marine Services Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Quebec Paper Sales and Transportation Company Limited, Donnacona, Que. (Investigating Officers: Remi Duquette and C. E. Poirer).

12. United Steelworkers of America, on behalf of a unit of employees of the Iron Ore Company of Canada, employed on its loading dock at Seven Islands, Que. (Investigating Officer: Remi Duquette).

13. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local No. 488, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon and Northwest Territories (Investigating Officer: D. S. Tysoe).

14. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of employees

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

of Northern Construction Company and J. W. Stewart Limited employed on Project No. 572 in the Yukon and Northwest Territories (Investigating Officer: D. S. Tysoe).

15. United Steelworkers of America, on behalf of a unit of employees of Clarke Steamship Company Limited, employed on its wharf at Seven Islands, Que. (Investigating Officer: Remi Duquette).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister appointed conciliation officers to deal with the following disputes:—

1. Abitibi Power and Paper Company Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Clarke Steamship Company, Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

Settlements Reported by Conciliation Officers

1. The Packers Steamship Company Limited, Vancouver, and the National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 948).

2. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Motion Picture Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1040).

Conciliation Boards Appointed

1. Canadian Pacific Transport Company, Limited (Canadian Pacific Railway Company), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn) (L.G., Sept., p. 1039).

2. Abitibi Power and Paper Company, Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (See above).

Settlement Following Board Procedure

1. Canadian Overseas Telecommunication Corporation and Overseas Communication Union, Local 272 (L.G., Sept., p. 1040).

Settlement Following Strike Action

1. Canadian Pacific Railway Company (British Columbia Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1158). Strike action affected Union Steamships Limited only.

"Strike Has Ceased to Be Part of Mechanism of Market"

The strike today has ceased to be what it was in the past, a part of the mechanism of the market for determining the value of various factors of production, including human labour and skills; it has become rather an instrument of pressure used by various groups against the public at large, and particularly the public as personified by the nationalized section of industry.

The foregoing statement is a paraphrase of one of the controversial opinions expressed by "one of the most able political commentators" (name not given) in an article in the August 1955 issue of the British magazine *Scope*, in reference to the present state of affairs in Great Britain.

"There is no specific way in which a British Government today can intervene to stop a strike," this commentator argues. He rejects the suggestion that a legal distinction should be drawn between official and unofficial strikes. Such a distinction would mean that the law must recognize some unions and withhold recognition from others. It would mean that any individual or a group of workers, while trying to form a new or break-away union, would be going against the law of the country.

"Do we really want to create a state of affairs in which certain official trade unions would become part of the Government of the country?" he asks. "We might well find ourselves in the position in which official strikes had a certain authority and compelling force, simply because they were called by the unions designated by Parliament for that purpose," he continues.

He thinks that the same objection applies to Parliament's making laws to regulate the trade unions' conduct of their affairs, such as a law requiring a secret ballot to be taken before a strike. "Once Parliament takes that step, it will, by regulating the manner in which a strike is to be conducted, be giving approval to a strike as part of the pattern of social and political behaviour in this country. And that difficulty confronts any suggestion that we should legislate to restrict the manner in which unions can engage in strikes."

He believes that the right way to deal with the question is to "try to eliminate from our economy those factors which prevent the true mechanism of the market from working, factors, for instance, which make it possible for wage increases to be obtained in an obsolete or dying industry." If the British economy were once again thrown open to economic change the threat of a strike could once more be used as an instrument for economic progress, as when it brings about advances in an industry which has the economic power to foot the bill.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during August and September made binding a number of changes in wages, hours, vacations with pay, paid holidays and overtime.

In the garage industry at Quebec, minimum hourly rates were increased by from 2 to 5 cents per hour and weekly rates by from $2 to $7 per week; a deferred increase of from 2 to 3 cents per hour, effective in January 1956, is provided for certain classifications paid on an hourly basis. The number of paid holidays was increased from two to four.

In longshore work (ocean navigation) at Montreal, minimum hourly rates for longshoremen, shipliners and checkers and coopers were increased by from 5 to 7½ cents per hour. The general longshore rate for day work is now $1.83 per hour. A contribution of 15 cents per man-hour worked will now be made by all employers concerned to the "Shipping Federation of Canada-International Longshoremen's Association Trust Funds" to provide pension, welfare and vacation benefits to eligible employees.

In longshore work (ocean navigation) at Quebec, minimum hourly rates for longshoremen and checkers were increased by 5 and 10 cents per hour, respectively, for day work. Time and one-half is now payable for work on Saturday afternoons. The provision relating to the Trust Funds is identical to that noted above in the Montreal agreement.

In the construction industry at St. Hyacinthe, minimum hourly rates were increased by 10 cents per hour in both zones; weekly hours were unchanged at 48. However, truck and tractor drivers will be employed on a 60-hour weekly basis. Double time is now payable for work on Sundays and eight specified holidays (previously time and one-half). The former cost-of-living escalator clause is not included in the provisions of the new agreement.

In the construction industry in the counties of Terrebonne and Labelle, a new minimum scale of wage rates provided increases for certain principal construction trades ranging from 5 to 17 cents per hour (a 50-cent increase for welders). A new provision granted one week of vacation with pay equal to 2 per cent of weekly wages to all employees in the county of Terrebonne.

In the building materials industry throughout the province, minimum hourly rates in the Natural Stone section were increased by 10 cents per hour. Weekly hours were unchanged at 44.

Industrial Standards Acts, Nova Scotia, Ontario and Saskatchewan

During August and September a number of new schedules were made obligatory under the Industrial Standards Acts.

In Nova Scotia, new schedules for bricklayers and plasterers at Sydney increased the minimum hourly rates by 10 cents, making the new rates $2.25 and $2.15 per hour, respectively. This hourly rate includes 5 cents per hour in lieu of "paid holidays". Weekly hours were unchanged at 40.

In Ontario, a first schedule for plasterers at Brantford established a minimum rate of $2 per hour for a 40-hour work week, time and one-half for overtime work till midnight, double time thereafter and on Saturdays, Sundays and eight specified holidays.

A new schedule for bricklayers at Cornwall, replacing that which was last gazetted in 1950, increased the minimum rate from $1.80 to $2.15 per hour and reduced the regular working week from 44 to 40 hours. At Ottawa, a new schedule for plumbers, replacing that which was last gazetted in 1952, increased the minimum rate from $1.95 to $2.15 per hour; weekly hours were unchanged at 40.

At London, Ont., a new schedule for plumbers increased the minimum rate from $2.05 to $2.20 per hour; weekly hours were unchanged at 40. A new schedule for carpenters at St. Catharines, replacing that which was last gazetted in 1948, increased the minimum rate from $1.25 to $2.05 per hour; weekly hours were unchanged at 40. Statutory holidays were increased to eight by the addition of Good Friday.

In Saskatchewan, new schedules for carpenters at Swift Current, and at Yorkton increased the minimum rates by 5 cents per hour for both journeymen carpenters and

(Continued on page 1291)

Legal Decisions Affecting Labour

Manitoba Court of Appeal upholds expelled member's claim for damages against union, holds secretary accountable only for funds he received

The Manitoba Court of Appeal, in a judgment given April 15, 1955, upheld the decision of the Court of Queen's Bench (L.G., 1953, p. 1810) awarding damages to a member of the Teamsters' union for unlawful expulsion from the union in 1947 and granting an injunction to prevent the union from interfering with his rights as a member. In dismissing the appeal, the Court varied the form of the order for damages. The appeal court also upheld, in part, the member's claim against the secretary of the local union for an accounting of union dues but varied the judgment as to the funds for which the secretary was accountable.

Chief Justice Adamson, giving reasons for judgment with which Mr. Justice Montague and Mr. Justice Beaubien concurred, dealt first with the question whether the expulsion of the milk driver Tunney from Local 119 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was legal. He held that the union constitution was comprised of two documents, the constitution of the International and the constitution of the Local, which should be read and interpreted together. He examined the provisions of both constitutions dealing with offences and trials, and summed up the points on which both were clear. Both require:

1. That there shall be a charge.
2. That the charge shall be in writing.
3. That the charge be filed with an officer of the union.
4. That the charge be served on or mailed to the alleged offender.
5. That the charge of grievance be specified.
6. The specific provision of the local constitution that "no member shall be placed on trial unless charges are preferred duly specifying the grievance ... in writing" is implicit in the international constitution.
7. The international constitution is clear that the only offences which the "local executive board" has jurisdiction to try are those "constituting a violation of this constitution". This limitation is implied in the local constitution.
8. The local constitution also requires that decisions of the executive board shall be concurred in at a meeting of the union before becoming effective.

These, he said, were "important, carefully drawn, specific provisions for the protection of the members of the union". Substantial compliance with the first seven items was necessary before the local executive board had jurisdiction to try a member, and compliance with the last item was required before any decision was effective. In Tunney's case no charge was laid, nor filed with the secretary, nor was a copy of a charge mailed to or served on Tunney. The conduct attributed to Tunney (that he had stated that he "had the goods on the secretary") was not an offence under the constitution, which provides that "criticism of any officer or member shall not be considered an offence if conducted in an orderly manner". The whole proceeding which purported to expel Tunney was therefore null and void. For this reason it was distinguishable from the *Kuzych* case (L.G., 1951, p. 1265).

Mr. Justice Adamson then dealt with the contention that Tunney was precluded from taking his grievance to court because he had not exhausted the remedies provided in the union constitution. In the *Kuzych* case the union constitution was interpreted as a contract. In this case Mr. Adamson considered it would not be in accordance with the facts to hold that there was a contract in the usual sense, since the essence of a contract is that there must be agreement. Among the conditions imposed by the constitution is the one which restricts a man's constitutional right to have recourse to the courts to rectify a wrong or injustice ("Every member ... against whom charges have been preferred and disciplinary action taken as a result thereof, shall be obliged to exhaust all remedies provided for in this Constitution and by the International before resorting to any other court or tribunal"). With respect to this clause, His Lordship said:

I hold that such a condition in a contract of this kind should not be enforced by a court of equity unless it is fair and practicable. Neither should it be enforced unless

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the union makes reasonable and honest provision to hear and dispose of appeals. There is an implied term respecting the appeal to the general executive, namely, that a place within reasonable access to the appellant would be fixed by the general executive to hear the appeal. Where the so-called right of appeal is nothing more than a pretence, to hold that the provision to exhaust the right of appeal in the union's forum is an "overriding consideration" in a contract which ousts the jurisdiction of the courts would be wrong.

The clause in the constitution would have obliged the expelled Canadian member to go to Florida with his witnesses to pursue an appeal before the general executive board, with provision for a further appeal to the next union convention, conventions being held every five years. His Lordship held that such provisions for appeal were unreasonable, impracticable and ineffective, and that the expelled member had as a matter of fact no means of redress except by action in the courts. The real ground upon which the court gives effect to a clause ousting its jurisdiction is that adequate and proper provision exists to give relief and administer justice in the union's forum. Where (as in this case) the constitutional provisions and the conduct of the officials of the union make it clear that the plaintiff cannot obtain relief or justice in the union's forum, a court should not permit its jurisdiction to be ousted.

Turning to the question of damages, he held that the trial judge's award of $5,000 should not be disturbed. As to the form and scope of the order, he said:

> The judgment should be against the individual defendants personally and against all other members of Local Union No. 119 (except the plaintiff), to the extent of their interest in the funds of the Local Union. The property and funds of Local Union No. 119 are subject to execution to satisfy the judgment. This form of judgment which I suggest is in accordance with the judgment of Lord Lindley in the *Taff Vale case* (1901), A.C. at p. 443. Upon such a judgment equitable execution may issue attaching the property of the union.

The second appeal was from the judgment against the Secretary, Houle, finding him personally liable to account for losses to the union on a number of items. To determine his personal liability, his position with the union should be examined. After studying the provisions of the local and international constitutions dealing with the office of secretary, His Lordship reached the following conclusions:

> These provisions establish that the defendant Houle was a servant under the direction and supervision of the local executive board and trustees. As such it was his duty to obey lawful orders and serve faithfully. It was also his duty to take proper care of such property as was entrusted to his charge and to exercise reasonable care in the discharge of his duties. For negligence in these respects he may be liable in damages... If, however, an employer with full knowledge of a servant's misconduct or negligence condones and elects to adopt what the servant has done, he cannot subsequently hold the servant personally liable... I think that the defendant Houle is personally liable to account only for moneys he actually received.

Dealing first with the stamps belonging to the union which the Secretary destroyed or gave away, he disposed of this item by giving the plaintiff a reference to determine by further evidence what moneys the Secretary had received by these transactions for which he had not accounted.

The Secretary should not be required to account for an estimated sum of $1,000 for initiation fees which he did not collect, as His Lordship did not see "upon what principle Houle is liable to account for what the union might have received had the constitution been strictly adhered to".

With respect to monthly union dues, some members paid $2 per month, others paid $3 per month. Those who paid $3 per month had the advantage of a sick benefit fund. The Constitution provides that $3 shall be the monthly dues. The executive and all the members knew what was being done. All the parties interested, by their conduct and by their acquiescence, ratified what was done. In these circumstances the Secretary was not personally liable for the moneys which were not collected, and there could be no claim in respect of this item.

The next item referred to moneys transferred from the general funds of the union to the sick benefit fund. There was no constitutional right to do this, but these transfers were made with the knowledge of the executive and membership and the Secretary was not personally liable. His Lordship disposed of this item as follows:

> The plaintiff, if he is so advised, may have a reference to determine what sums were so transferred and there should be an order directing that such moneys be re-transferred to the general funds of the union to the extent that that is possible. Such reference shall be taken within 30 days, otherwise the claim will be dismissed.

He also dismissed the claims for an accounting for all death benefits paid and for investments of union funds contrary to the constitution. In both cases the executive and membership knew what was being done, and the secretary could not therefore be held personally liable. Similarly, in the case of a loan to a member in distress, he held that this was not an act of the Secretary alone but of the executive and general membership.

In conclusion, His Lordship commented that the *Kuzych* case, this case and many other cases show how difficult, if not impossible, it is for a man who criticizes an officer of his union to get a fair and honest trial. In his view, where there is a closed shop a man should not be subject to expulsion from his union except upon the order of a reliable, impartial tribunal. At least there should be an appeal to a judge or perhaps to the Labour Relations Board. In any event, no man should have to take an appeal out of his own province. These are matters of public policy for the legislature rather than for the courts, and in his view, the abuse which has been disclosed in this case can be rectified only by legislation.

Mr. Justice Tritschler, in separate reasons for decision, dealt particularly with the contention of the appellants that the union, not being a legal entity, cannot be sued or represented, and that damages cannot be awarded against it. He found an answer to these objections in the principles enunciated in the *Taff Vale* case, principles which are in his view a "realistic approach to a problem that should be solved in a practical way". He accepted the opinion of Lord Macnaughton that there is no doubt whatever that a trade union, whether registered or unregistered, may be sued in a representative action if the persons selected as defendants be persons who, from their position, may be taken fairly to represent the body; and in the same case, from the judgment of Lord Lindley, the proposition that if the trustees in whom the property of the society is legally vested were parties to the action, an order could be made for the payment by them out of the funds of the society of all damages and costs for which the plaintiff might obtain judgment against the trade union.

Using the words of Lord Lindley, he said that the principle is as applicable to new cases as to old, and ought to be applied to the exigencies of modern life as occasion requires. He went on to say:

> One of the exigencies of modern life is the fact that a trade union has a personality of its own distinct from its members. "When a body of twenty or two thousand or two hundred thousand men bind themselves together to act in a particular way for some common purpose, they create a body which, by no fiction of law but from the very nature of things, differs from the individuals of whom it is constituted". Professor Dicey, 17 Harvard Law Rev., p. 513.
>
> The local union in the case at bar is indeed an entity in fact and carries on a vast and varied business with all the facility of a corporation. It has bank accounts, borrows and lends money, invests in stocks and conducts a sick benefit and death benefit business. In doing any of the things it is inclined to do it does not feel the lack of corporate status. This is put forward only as a shield against the imposition of responsibility . . .
>
> The modern union can and does incur debts. Vast power for doing good is wielded by its servants. They, operating the union's machinery of business, may, and sometimes do, cause injury. That the union to the extent of its assets should pay its debts and make compensation for damage is a principle which ought never to have been doubted. If procedural obstacles can be removed they ought to be.
>
> The present state of the law may be attributed to a failure to recognize differences in fact among voluntary, unincorporated associations; a failure to see that some are entities in fact and some are not. There is a real distinction in fact between, on the one hand, a carefully constituted union or a well-established club, and, on the other hand, a loosely associated religious order of 1800, whose members are scattered throughout the world . . . or a propertyless, vaguely organized association to advance the interests of merchants in a section of Toronto . . . In the former there may be an entity in fact apart from its membership, with assets which can and ought to be applied to the satisfaction of obligations incurred.

In the case at bar, the representative defendants did represent the union, being its executive board and controlling the union and its funds. The form of the judgment is but a means to achieve the end of imposing responsibility upon the union and of making it possible for the plaintiff to realize his judgment out of the assets of the union. The method adopted by the trial judge seemed to Mr. Justice Tritschler to be satisfactory, as did the method adopted by the majority of the judges on this appeal. *Tunney* v. *Orchard et al* [1955] 3 DLR 15.

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for non-journeymen carpenters. Weekly hours were unchanged at 44, with time and one-half for all overtime.

At Regina, a new schedule for painters, replacing that which was last gazetted in 1939 and revoked in 1940, increased the minimum rate from 65 cents in 1939 to $1.70 per hour for brush painters, and from 80 cents in 1939 to $1.85 for spray painting. Weekly hours were reduced by four to 40 per week.

Recent Regulations under Provincial Legislation

Alberta issues new coal mine safety rules; Quebec amends metal mine regulations. B.C. sets minimum hourly rate for sheet metal tradesmen, prohibits employment of children under 15 in laundries, dry cleaners

New safety regulations have been issued under the Alberta Coal Mines Act revised at the last session of the legislature. More specific safety rules have been added to the regulations under the Quebec Mining Act.

A minimum wage of $1.50 an hour, the same as for other skilled workers in the construction industry, has been set for sheet metal tradesmen in British Columbia by an order of the Board of Industrial Relations.

Three orders under the Saskatchewan Hours of Work Act permitting variations from the standards set in the Act have been re-issued.

The laundry, cleaning and dyeing industry has been added to the list of industries in which employment of children under 15 years of age is prohibited in British Columbia.

Other regulations deal with the granting of certificates to tradesmen in the automobile mechanics' trade in Manitoba, Saturday closing in St. John's shops, and licensing of contractors under the British Columbia Gas Act.

Alberta Coal Mines Regulation Act

All regulations under the Coal Mines Regulation Act were revised and re-issued by O.C. 881-55 made under the new Act which went into force on July 1, 1955. The principal changes were made in the mine safety sections of the regulations which govern compressed air blasting, electrical wiring and equipment and approved shot-firing devices, explosives, safety lamps and gas detectors.

The regulations also govern the procedure to be followed and the expenses payable to the Central Board of Examiners and the miners' boards which examine candidates for certificates under the Act, the qualifications required for certification, fees payable and the conduct of examinations. These sections are for the most part unchanged.

More detailed specifications are laid down to regulate compressed air blasting. This is the system known as the "Cardox method" for the breaking down of coal, an alternative to the more commonly used method of blasting with dynamite. As before, the written authority of the Director of Mines is required before the owner or manager may use compressed air. Compressors, motors and switchgear are required to be kept in an enclosure which is constructed of substantially fire-proof material and equipped with doors or ventilators that close automatically in the event of fire within. The enclosure is to be located in a split or cross-cut between intake and return air so that the motor and switchgear are on the intake side of the compressor.

Each compressed air line used for the purpose of blasting must be adequately insulated where it crosses electrical conductors or passes under track. It must be grounded but not to tracks, water line or other negative electric conductors. It must also be adequately protected where equipment passes over, under or adjacent to it. A compressed air line must not be handled or repaired while air pressure is in the line.

Each compressed air line must have installed suitable unions at intervals of not more than 1,000 feet and shut-off valves at intervals of 1,000 feet and in each branch line at a point near the main line. Blow-down valves are to be located not less than 45 feet from the face in a cross-cut or other safe place out of direct line of the face which is being broken. Bore-holes must not be on the solid and a shell must be pushed to the back of the bore-hole, then withdrawn six to twelve inches to form an air cushion.

When coal breaking is in progress, all persons are to be removed from adjoining working places to a safe distance from the face. The person doing the actual firing of the shot must have a miner's certificate. He must hold the lever or handle of the equalizing valve at the time of firing, and see that the set-screw valve is left open and the handle removed after firing.

If a piston-operated shell fails to discharge, the person doing the actual firing must disconnect the tubing leading to the shell at the blow-down valve, drag the shell by the tubing to an abandoned place and set up suitable warning signs. After an hour a qualified repairman may release any pressure remaining in the shell and then repair it. If a shear-strip operated shell fails to discharge, the person doing the firing must release pressure through the blow-down valve and then remove the shell from the bore-hole.

The approved types of dynamite explosives are listed in the regulations. The approved types may be used only if the maximum permissible charge as set out in a table for one shot-hole is not exceeded. Furthermore all permitted explosives must be in cartridge form, coated with paraffin and packed in a wrapper of paraffined paper. Explosives must be used only with an electric detonator in which the detonating explosive is contained in a copper capsule. The detonator must be of a specified strength. Each cartridge of explosive must be clearly marked with the words "charge limit" preceded by the number of ounces fixed for the maximum charge of the explosive and must also be clearly marked with the maximum weight per cartridge of such explosive. In addition, the outer package must bear the words "as defined in the list of permitted explosives" and must contain a leaflet stating that it has to be used with an electric detonator of not less strength than No. 6 and listing the name of the explosive, name of manufacturer, place and date of manufacture and ingredients and proportions.

The regulations also list the approved types of shot-firing devices, safety lamps and gas detectors which may be used in a coal mine.

Part V of the Canadian Electrical Code (C22.5 No. 2—1949—Use of Electricity in Coal Mines) is now adopted in the regulations except that the sections dealing with electric hoists (Part V, No. 2, paragraphs 173 to 177) do not apply unless the Director requires compliance with respect to a particular mine. The Code applies only to installations made in the mine after the regulations went into effect on July 1, except that the electrical inspector may require changes in old installations where through hard usage, wear and tear or alterations dangerous conditions have developed. Technical provisions governing the uses of electricity which supplement or vary the Code are set out in the regulations.

As previously, the owner or manager is required to send a notice of intention along with plans and specifications to the electrical inspector and the district inspector and receive written approval before introducing electrical apparatus into a mine, into the ventilating district in a mine, into the pit of a strip mine or re-introducing such apparatus where the use of electricity has previously been prohibited or the installation condemned. Notice is also required before changing the location of any fixed electrical equipment underground or making any major electrical installation above ground such as the installation of a power plant, or the electrification of a tipple, cleaning plant, briquette plant or dryer. Only a mine electrician is permitted to install, repair, or remove any electrical apparatus in or about a mine, irrespective of whether the load is 100 kilovolt amperes or less, without permission in writing of the electrical inspector.

Each year before January 15, the owner or manager is required to forward to the electrical inspector a list of the electrical equipment in use at the mine, made on forms supplied by the Department.

In cases of emergency, the Minister may grant exemption from the sections governing the use of electricity or may modify the requirements.

Disputes between the electrical inspector and the owner or manager as to the application of the electrical provisions of the regulations are to be settled by arbitration.

Only minor changes were made in the sections regarding certificates and permits, conduct of examinations, fees and duties and expenses of board members. The qualifications are prescribed for three classes of miner's certificates, and a certificate as a strip mine manager, foreman, blaster, mine surveyor and first and second class mine electrician. Miners' permits and provisional certificates are also provided for. A miners' permit may be granted to a person at least 17 years old who has sufficient knowledge of English to understand directions and warnings and who in the opinion of the district inspector is capable of being employed at the working face under the supervision of a person holding a miner's certificate. The new regulations state that such a permit is valid only for the period named in the permit or until the holder has qualified for a miner's certificate.

Provisional certificates may be granted to miners, mine electricians and overmen. Such certificates are valid for the period stated on the certificate, which must not exceed two years. Formerly the certificate was valid until the holder was a successful candidate at the next examination held in the District. The provisional certificate may not be renewed or extended without the approval of the Director granted on the recommendation of an inspector or electrical inspector.

Alberta Public Service Vehicles Act and Federal Motor Vehicles Transport Act

The Alberta Highway Traffic Board, under authority vested in it by the Federal Motor Vehicle Transport Act and the Alberta Public Service Vehicles Act, has

issued regulations stating that licences issued to extra-provincial carriers shall be subject to the provisions of the Alberta Public Service Vehicles Act, and the regulations under that Act, with certain modifications in the requirements in respect to insurance, clearance lights, directional signals, and bills of lading.

British Columbia Control of Employment of Children Act

The employment of children under 15 years of age is now prohibited in the laundry, cleaning and dyeing industry by O.C. 2146, gazetted September 8, made under the Control of Employment of Children Act. Children under 15 may not be employed in the main types of industrial employment nor in shoe-shine stands, public places of amusement and automobile service-stations. There is provision, however, that the Minister of Labour, may, under special circumstances, grant permission to hire a child under 15.

British Columbia Gas Act

Regulations under the Gas Act of 1954, made August 31 and gazetted September 1, amend regulations approved by O.C. 1853 and 2816 (L.G., April, p. 450) dealing with gas-fitters, contractors and dealers. The amendment provides that every contractor who maintains a place of business for the installation and repair of house-piping or appliances must have a contractor's licence. To obtain a licence the contractor must post a guaranteed bond of $2,000 and pay an annual fee. As before, a contractor must not order or permit any apprentice or other person who does not hold a gas-fitter's licence to work on the installation or repair of gas-piping or appliances except as assistant to and under the supervision of a licensed gas-fitter continuously engaged upon the same piece of work. No gas-fitter is to repair or install any gas equipment unless he is working under a licensed contractor or is himself the holder of a contractor's licence. A person may, however, obtain a provisional gas-fitter's licence to instal house-piping, appliances or vents in his own home.

British Columbia Health Act

New regulations governing barber shops and beauty parlours made under the British Columbia Health Act were gazetted September 1. The aim of the regulations is to protect the health of both the public and the employees. Every shop is to be inspected by a Medical Officer of Health or an authorized Sanitary Inspector before commencing business, or before alterations are made, and at least once a year thereafter. The floors, walls and ceilings are to be of materials that may be easily cleaned and must be kept clean. A specific standard of lighting is required: 30 foot-candles. A minimum floor area of 100 square feet for the first chair and 50 square feet for each additional chair is required. Attendants are to be provided with clean and adequate sanitary facilities and adequate and convenient hand-washing facilities, including hot water, soap and approved towels.

Every attendant must wear a clean garment of washable, light-coloured material covering all clothing above the hips and must wash his hands before serving a customer. No attendant suffering from a communicable disease is to be employed in any shop, and an operator or attendant has the right to refuse service to a customer affected with a visible skin or scalp eruption.

The regulations also contain provisions respecting the instruments, equipment, and supplies used in the shop.

British Columbia Male Minimum Wage Act

The minimum wage for sheet-metal tradesmen was increased from $1.25 an hour to $1.50 an hour by Minimum Wage Order 10A, gazetted September 8. The new Order, which amends Order 10, applies to all journeymen employed in the sheet-metal trade except those in the production-line or assembly-line manufacture of sheet-metal products for resale. The provisions of Order 10 regarding overtime pay and the daily guarantee still stand. Time and one-half is to be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day, unless the Board of Industrial Relations has approved other provisions. An employee reporting for work on the call of the employer is guaranteed the regular rate of pay for the entire period spent at the place of work, with a minimum of two hours' pay if he does not commence work, and four hours' pay if he does commence work. This order brings the minimum rate for sheet-metal tradesmen into line with that for other skilled workmen in the construction industry (L.G., June, p. 680).

Manitoba Apprenticeship Act

Two new regulations under the Manitoba Apprenticeship Act were gazetted September 17.

Man. Reg. 73/55, which amends Man. Reg. 4/50, the regulations for the automobile mechanics' trade, sets out the

requirements for an automobile mechanic's certificate. Subject to certain conditions, certificates may, as before, be granted on the basis of experience in the trade. A person who has been employed in the trade for at least five years prior to March 31, 1950, is now eligible if he passes a trade test and an examination agreed upon by the provincial apprenticeship board on the recommendation of the trade advisory committee. On payment of the fee, a person who on May 1, 1955, was the holder of a 1954-55 certificate is to be given a certificate. Apprentices who have fulfilled the conditions set out in the Act are eligible after they have passed the trade test and examination required by the board.

Man. Reg. 72/55, which amends the general regulations (21/45), revises the fees for each final trade examination. An applicant for an automobile mechanic's certificate who has not completed an apprenticeship course under the Act must pay $4. For all other applicants, the fee is still $1.

Newfoundland St. John's Shops Act

The proclamation of June 7, 1955 (L.G., Sept., p. 1062) fixing Saturday as a day on which shops in St. John's were to remain closed, has been revoked effective September 12, 1955, by a Proclamation gazetted September 6. Shops may again have open hours on Saturday in each week. The proclamation of June 7 had limited open hours on Saturday to the Christmas period and weeks in which other whole holidays occurred.

Quebec Mining Act

Regulations for the safety and protection of workmen in mines and quarries, made under authority of the Quebec Mining Act, were gazetted September 24. With the object of reducing the number of accidents, O.C. 948 amends the regulations respecting cage doors, hoisting ropes, methods of firing and internal combustion engines. It also adds new provisions regarding inspection of emergency exits, safety devices on hoisting installations, and the reporting of dangerous occurrences in and around mines and quarries.

Cage doors, which are to be closed when hoisting or lowering men, are to be fitted so that they cannot be accidentally opened. Where practicable, they are to be so constructed that the cage will be completely enclosed when the doors are closed.

The amendment to the regulations regarding hoisting ropes provides that with the certificate that accompanies every hoisting rope must be included a report of a breaking test carried out by a rope-testing laboratory approved by the Chief Inspector of Mines. One copy of this report is to be forwarded to the Minister of Mines and another copy is to be kept at the mine and shown to the inspector when required.

The section dealing with methods of firing now states that the detonating of explosive charges must be carried out by means of a blasting cap or a detonating cordeau. If a safety fuse is used, it must be long enough to give the blaster sufficient time to seek shelter. No fuse shorter than three feet is to be used in any blasting operation. Where blasts are fired by electricity from a fixed source of supply, the voltage may not exceed 250 volts unless the Inspector of Mines gives permission in writing.

As before, no internal combustion engine may be installed or operated underground in any mine, except Diesel locomotives especially designated for underground use and approved by the Chief Inspector of Mines if certain conditions are observed by the operator. These conditions are now made more specific. The locomotive must be operated only in haulage-ways where the ventilation is controlled by mechanical means and where clean fresh air is supplied sufficient to ensure the maintenance of a minimum air flow of 75 c.f.m. per B.H.P. of the locomotive. The locomotive must be equipped with an approved type of scrubber and filter, and a portable fire extinguisher of suitable type.

The fueling of the locomotive must be carried out in a filling station of fireproof construction, adequately ventilated and provided with a smooth concrete floor. Adequate fire extinguishing apparatus must be kept close at hand. Any oil spilt must be taken up at once with sand or other suitable absorbent, and deposited in a fireproof receptacle and removed daily from the mine. Fuel oil brought underground must be in closed metal containers and the amount must not exceed 45 gallons.

The carbon monoxide content of the exhaust gases must never exceed 0·25 per cent by volume. The operator of each locomotive must keep a log book and in it record, at least once a week, the carbon monoxide content of the exhaust gases, the free air supply in terms of cubic feet per minute, and the time of each change of the solution of the scrubber.

A new rule respecting emergency exits provides that they are to be inspected at least once a month and reports of these inspections kept on file at the mine. No unauthorized person is to change the adjustment nor tamper with the safety devices on hoisting installations.

A rock burst, or major unexpected ground movement, and any case where a person loses consciousness as a result of asphyxiation, must now be reported in writing to the inspector by the operator within 24 hours after he is aware of the occurrence, even though no one was injured or killed.

The orders affected by the amendment are O.C. 2290, November 8, 1939; O.C. 716, July 7, 1949.

Saskatchewan Hours of Work Act

Three orders under the Saskatchewan Hours of Work Act were replaced by new orders gazetted September 16. The rescinded orders are those approved by O.C. 1208/55. 1209/55 and 1210/55 (L.G., Sept., p. 1063).

The new order covering employees in *shops* (O.C. 1836/55) provides that in cities with population less than 10,000 and in 57 listed towns of over 500 population an employee may work up to 11 hours one day a week without payment of overtime provided hours in excess of eight are not worked on any other day and the weekly limit of 44 hours is not exceeded. In shops outside of the cities and 57 listed towns, an employee may work up to 48 hours a week at the regular rate.

In *offices* in areas of the province outside of the cities and 57 listed towns, a 48-hour week at the regular rate of pay is permitted (O.C. 1835/55).

The third order (O.C. 1837/55), applying to employees in areas outside the cities in places of employment *other than offices, shops and factories,* also permits a 48-hour week at the regular rate of pay.

These variations from the general rule set out in the Act that employees may not be required to work more than eight hours a day or 44 hours a week unless overtime at the rate of time and one-half is paid do not differ from the exceptions in effect under the rescinded orders, except that under those orders the provision for a 48-hour week in certain towns and villages in the employment covered by the orders was for a temporary period only, expiring on August 31, 1955.

Saskatchewan Minimum Wage Act

Minimum Wage Board Order "E", gazetted September 16, effective September 19, 1955, replaces Minimum Wage Order "D". The new order sets out the application of the Act to all industries, businesses, trades and occupations in all parts of Saskatchewan, except the industry of agriculture and the occupation of a domestic servant in a private dwelling. The order simply rewords the former Order "D" to bring together in one order a statement of the total coverage of the legislation. Cities are covered by virtue of a provision of the Act itself, and this fact was not clear from the former order.

Minimum Wage Increased to $1 an Hour under U.S. Fair Labor Standards Act

In the United States the national minimum wage under the Fair Labor Standards Act affecting workers engaged in interstate commerce or in the production of goods for such commerce will be increased from 75 cents to $1 an hour on March 1, 1956. A Bill increasing the minimum wage and making other somewhat minor amendments to the Act was signed by President Eisenhower on August 12. The $1 minimum represented a compromise between the 90 cents an hour recommended by the President and the $1.25 an hour sought by organized labour. Some employer groups opposed any change in the present 75-cent rate.

Introduced as a counter-depression measure and on the statute books since 1938, the Fair Labor Standards Act, in addition to setting a minimum wage, requires the payment of time and one-half the regular rate after 40 hours in a week and prohibits "oppressive child labour" in interstate commerce, in the production of goods for such commerce and in any closely related occupation.

The first national minimum wage established in 1938 was 25 cents an hour. Since then the minimum rate has been increased three times. Through two automatic increases provided for under the terms of the law, it became 30 cents in 1940 and 40 cents in 1945. In 1949, in the only major revision of the Act to date, the minimum was set at 75 cents, effective from January 25, 1950. With the general rise in wage levels resulting from the Korean War, unions began to press for a further increase, first $1 an hour, later $1.25. The latter figure was endorsed by both AFL and CIO conventions during the past two years.

According to Department of Labor estimates, the $1 minimum will result in direct increases for about 2,100,000 workers (8·7 per cent of the employees covered by the law), mostly in the southern lumber, textile, apparel, leather and candy industries.

The amending Act contains several other new features. One is that future annual reports to Congress on the administration of the Act are to contain "an evaluation and appraisal by the Secretary of the minimum wages established by this Act, together with his recommendations to the Congress". In making his evaluation of the effects of the minimum wage, the Secretary is directed to give consideration to changes in the cost of living and in productivity and the level of wages in manufacturing, the ability of employers to absorb increases in the statutory minimum wage and "such other factors as he may deem pertinent".

Minimum rates for workers in Puerto Rico and the Virgin Islands will be set with less delay, as a result of a further amendment. Minimum rates for workers in these islands, which are considerably less than the statutory rate prevailing on the mainland of the United States, are established through tripartite industry committees appointed under the Act. Puerto Rican minimum rates now range from 22½ to 75 cents an hour. An attempt by the Senate to have all rates established for Puerto Rico and the Virgin Islands increased by 25 cents an hour by January 1, 1958, was defeated.

The accelerated procedure provided for in the amending Act is that recommendations of industry committees will go into effect 15 days after publication in the Federal Register, without review by the Secretary, thus eliminating the present requirement that the Wage-Hour Administrator hold hearings on the recommendations. Persons objecting to wage orders of the Secretary have 60 days in which to obtain a review in a U.S. Court of Appeals. Effective July 1, 1956, minimum rates established as a result of a recommendation of an industry committee must be reviewed by the committee at least once in each fiscal year.

Congress did not take any action regarding the President's recommendations for broader coverage under the Fair Labor Standards Act. The President did not specifically mention any groups of workers which should be brought within the scope of the Act, leaving it to Congress to determine how far and into what areas coverage should be extended. The Act presently covers about 24 million workers. Approximately nine million workers employed in or producing goods for interstate commerce are exempted, most of them in the retail and service trades, agriculture and agricultural processing, forestry, fishing and construction, and executive, administrative and professional employees.

Although the amending Act did not touch on the questions of coverage and exemption, it is understood that action may be taken in this regard next year. The Senate Labor Subcommittee in its legislative report to the Senate stated that the Committee plans to give further study to the matter as soon as practicable with a view to developing legislation to be presented to Congress early next session.

Major Mergers Prompt Amalgamations

(Continued from page 1282)

The new union affirmed its willingness to co-operate with the International Chemical Workers (AFL-TLC) in working out jurisdictional problems.

On the other hand, the Brotherhood of Railroad Trainmen has determined to remain outside the new Canadian Labour Congress for the next three years at least. Bob Casey, Chairman of the union's B.C. Legislative Board, said recently that the engineers, firemen and conductors of the Brotherhood have not asked to join the amalgamation. Some of the members have urged participation in merger discussions, but nothing can be done until the next Brotherhood convention in 1958, Mr. Casey said.

Leaders of the AFL and CIO have begun to nominate officials for the new labour body. Recently they named as co-directors of the new federation's political division Jack Kroll, now Director of the CIO Political Action Committee, and James L. McDevitt, Director of the AFL Labor's League for Political Education. John W. Livingston, a Vice-president of the UAW, was designated as the future Director of Organization for the merged labour federation. These nominations are subject to ratification.

63795—6

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit up 8·6 per cent in August over July but down 21·4 per cent from August 1954, statistics* show

Initial and renewal claims for unemployment insurance benefit received in August were 8·6 per cent higher than in the preceding month but 21·4 per cent lower than the total for the corresponding period last year.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 88,627 claims were filed in local offices across Canada during August, compared with 81,578 in July and 112,659 in August 1954.

On August 31, ordinary claimants on the live unemployment insurance register numbered 129,756 (84,837 males and 44,919 females), compared with 140,017 (91,078 males and 48,939 females) on July 29 and 191,258 (141,489 males and 49,769 females) on August 31, 1954. On August 31, 1955, short-time and temporary lay-off claimants totalled 15,376 and 7,650 respectively.

Adjudicating officers disposed of 93,448 initial and renewal claims during August, entitlement to benefit being granted in 70,464 or 75 per cent of the cases. Of the 18,466 initial claims on which the decision was "not entitled" more than 50 per cent (9,879) were in this category because of failure to fulfil the minimum contribution requirements. The two major reasons for disqualification during August were: "not unemployed" 5,748 cases and "voluntarily left employment without just cause" 5,229 cases; "not capable of and not available for work" accounted for 3,184 cases.

New beneficiaries during August totalled 61,386, as against 49,990 during July and 77,150 during August 1954.

A total of $8,727,318 was paid during August in compensation for 2,906,901 days, in comparison with $8,947,552 and 2,960,905 days during July and $12,066,717 and 3,921,598 days during August 1954.

An estimated 110·6 thousand persons received weekly benefit payments during August, compared with 132·4 thousand for July. During the week August 28-September 3, 1954, the number of beneficiaries was estimated at 153·2 thousand.

The average daily rate of benefit was $3 for the current month, $3.02 for July and $3.08 for August 1954.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards were issued to 3,928,613 employees who have made contribution to the Unemployment Insurance Fund since April 1, 1955.

At August 31, employers registered numbered 272,434, a decrease of 1,445 during the month.

Enforcement Statistics

During August, 3,429 investigations were conducted by district investigators across Canada. Of these, 2,327 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,102 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 123 cases,† 27 against employers and 96 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 661.†

See Tables E-1 to E-4 at back of book.

†These do not necessarily relate to the investigations conducted during this month.

Unemployment Insurance Fund

Revenue received in August totalled $18,096,574.04, compared with $19,373,817.50 in July and $18,571,442.88 in August 1954. Benefit payments in August amounted to $8,709,477.28, compared with $8,926,477.96 in July and $12,050,888.10 in August 1954. The balance in the fund at August 31 was $847,648,550.56. At July 31, there was a balance of $838,261,453.80 and at August 31, 1954, of $880,397,973.19.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1166, June 28, 1955

Summary of the Facts: The claimant, married, filed an initial application for benefit on November 30, 1954, registered for employment as a cutter hand, and stated that she had worked as a telephone operator for the B.C. Telephone Company, Vancouver, B.C., from September 28, 1953, to November 27, 1954, when she voluntarily left under her doctor's orders as the job was too hard on her nerves. She also stated that she was capable of and available for work, and that she would submit a medical certificate.

The medical certificate, which is dated December 6, 1954, reads as follows:

This is to certify that (the claimant) is under my care. I have advised her to do work only of a sedentary nature.

The employer reported that the Claimant had "resigned due to health reasons".

On December 15, 1954, the claimant was interviewed in the local office of the Unemployment Insurance Commission and said that the specific ailment for which the medical certificate had been supplied was pregnancy and that she expected to be confined on July 5, 1955. She also said that, because of her pregnancy, work as a telephone operator affected her nerves.

The insurance officer was of the opinion that the medical certificate did not specify it was essential that the claimant leave her employment, that the work of telephone operator is sedentary, that the claimant had voluntarily left her employment because of pregnancy and, therefore, was not available for work in accordance with the principle laid down by the Umpire in decision CU-B 930. As a consequence, he disqualified her from the receipt of benefit (a) from November 30, 1954, to January 8, 1955, for voluntarily leaving her employment without just cause, and (b) from November 30, 1954, on the ground that she was not available for work (Sections 43(1) and 29(1)(b) of the Act respectively).

In her appeal to a court of referees dated December 18, 1954, the claimant again stated that she had left her employment under her doctor's orders as the work was hard on her nerves. She also stated that, as of December 18, she was only two and a half months pregnant, that she had previously worked up to seven months of pregnancy, that she was willing to undergo a medical examination to prove her fitness for work, excluding telephone operating.

The court of referees heard the case in Vancouver, B.C., on January 6, 1955, maintained the disqualification imposed under Section 43(1) of the Act, but found that the claimant was available for work as from the date of her claim for the following reasons:

We cannot entirely agree that claimant was properly classified as "not available". We gather in fact that in her own opinion, and according to her own program, she was actively pursuing re-employment, with her old employer as a cutter hand. We would, in fact, consider this in connection with claimant's lack of effort during the past six weeks to obtain employment elsewhere on her own account.

In CU-B 930 it is fairly clear that the Umpire had in mind a claimant in a more advanced state of pregnancy. An indefinite disqualification to a person pregnant only two months is not, in our opinion, reasonable, unless there are other definite indications that a claimant is, in fact, not available for employment within reasonable bounds.

From the court of referees' action in rescinding the disqualification imposed on the claimant under Section 29(1)(b) of the Act, the insurance officer appealed to the Umpire on the following grounds:

The decision of the court is not in accord with the evidence and the jurisprudence which was brought to its attention. It is submitted that the weight of evidence leads

only to the conclusion that the claimant had voluntarily left her employment, which was of a sedentary nature, due to her pregnant condition; that there is no evidence indicating special or distressed circumstances in her case; that the fact her pregnancy had only existed for two months was not material to the question. I also submit that the claimant has not discharged the onus placed upon her by the Act of proving that she was available for work on the day on which she filed her claim for benefit, *i.e.*, November 30, 1954.

Conclusions: Unless there are special circumstances, such as being the breadwinner of the family, or having to perform work of an unusually arduous nature, etc., a claimant who voluntarily leaves her employment because she is pregnant is presumed to be not available for work, because her deliberate action raises some doubt that she is desirous of obtaining work.

This presumption is much stronger when, like in the present case, the evidence adduced by the claimant indicates that, at the time of her separation from the employment, she was capable of work of a sedentary nature, which is exactly what she left, and she had no reasonable prospects of obtaining another job within a brief period of time.

The sole fact that a claimant is in the very early stage of pregnancy when she leaves her employment is definitely not sufficient to rebut the presumption.

The appeal is allowed.

Decision CU-B 1179, August 31, 1955

Summary of the Facts: The Claimant, married, filed an initial application for benefit on July 12, 1954, at the local office of the Unemployment Insurance Commission in Fort Erie, Ont., registered for employment as an aircraft assembler and fitter, and stated that he had worked as a fitter in the aforementioned town for the Fleet Aircraft Manufacturing Company from June 1953 to July 9, 1954, when he was laid off because of lack of work.

Following this, he moved to Corunna, Ont., and his file was transferred to the Sarnia local office. The claim was allowed at the dependency rate in respect of his wife and he drew benefit continuously to December 19, 1954.

On November 30, 1954, the local office requested that an investigation be made of the claimant's activities as it had been reported that he was operating a restaurant at Corunna, a village with a population of about 232 people situated approximately seven miles south of Sarnia.

The district investigator's report dated December 10, 1954, reads as follows:

...I have been advised by an employee of the Sarnia L.O. that the claimant has been seen working at Froomfield Inn. One other person has also seen him working. I am satisfied that this business requires the services of more than two peopde. The business is a restaurant, with curb service, and a small dance hall is also operated every evening of the week, an orchestra being in attendance during two evenings.

On December 29, 1954, the claimant made the following statement:

I help my wife in the restaurant, but do not do a great amount of work. The restaurant is in my wife's name. When I started my claim at Fort Erie, my wife was not working. I did not know that it made any difference or I would have reported that my wife was working.

On January 24, 1955, the insurance officer notified the claimant that he was disqualified from receipt of benefit retroactively to July 22, 1954, on the ground that he was not unemployed within the meaning of Section 29(1)(a) of the Act in that he was engaged in business on his own account as a co-owner and operator of a restaurant. The insurance officer also imposed a disqualification on the claimant under Section 46(2) of the Act for the 24 compensable days immediately subsequent to February 11, 1955.

In his appeal to a court of referees, the claimant stated that, immediately after he was laid off from his employment with the Fleet Aircraft Manufacturing Company, he tried to obtain work through his own efforts and also by applying to the local employment offices of the Commission in Fort Erie and Sarnia, but none was available; that, following this, he and his wife moved to Corunna on or about July 14, 1954, and she decided to take over the restaurant with the understanding that he would be able to rent the adjoining garage and gas pumps, but he "never got the pumps or garage". He also stated "as my wife only clears expenses she does not have any income to speak of".

The claimant, along with the landlord and the former owner of the property, appeared before the court of referees at the hearing of the case in Windsor, Ont., on March 4, 1955. A statement of receipts and expenditures was presented to the court, which showed a normal profit for the period the business was carried on. The court felt that consideration could not be given to the statement inasmuch as it was not supported in an authentic way. The court upheld the disqualification imposed under

Section 29(1)(a), but reduced the disqualification imposed under Section 46(2) of the Act. The unanimous decision of the court reads in part:

It appears that the claimant or his wife, or both, became engaged in a business known as Froomfield Inn, on or about 22 July, 1954. The claimant contends that his wife was the person who rented the aforesaid inn and has been operating it since. He does, of course, admit that he has given assistance when it was required. The claimant states that when this business was entered into by his wife that he expected to take over the operation of an adjoining garage and gasoline fuel pumps. However, this anticipated project did not materialize.

In addition to the different kinds of business mentioned above, there is a Dance Hall which is operated throughout the summer months. The landlord ... apparently has a definite responsibility for the operation of the garage and the fuel pumps. However, in discussing this matter with these persons today it seemed that the three—(the landlord), (the claimant) and his wife—are all engaged at one time or another in looking after the needs of these enterprises mentioned. Just to what extent each contributes, is not certain. However, it does appear to be a fact that (the claimant's wife) does most of the work in the restaurant. It is indicated in the submission that three persons are necessary to carry on the work in the above business and this would seem to be quite likely because they are operated from the first thing in the morning until quite late at night so that shifts must be an absolute essential.

It seems quite clear to the Court that the claimant has been employed during the period referred to and therefore has obtained insurance benefit to which he was not entitled. It is, consequently, the decision of the Court that the disqualification imposed by the Insurance Officer is a proper one ...

It seems to the Court that the claimant is a very good citizen and may have got into his present difficulty largely through ignorance of the provisions of the Act. He has considered himself practically unemployed and consequently entitled to benefit. However, the Court cannot accept his view in this regard. Notwithstanding this, it occurs to the Court that had the claimant used somewhat better judgment and clarified his position in regard to his services in connection with the enterprises mentioned, with the Unemployment Office, his position at this time might be more favourable than it is. With this in mind the Court recommends that the disqualification of 24 days be reduced to 18 days, to take effect from 11 February, 1955.

With the permission of the chairman of the court of referees, the claimant appealed to the Umpire and in his submission dated March 24, 1955, he stated *inter alia:*

I have never had gainful employment at the Froomfield Restaurant. It is true that I have helped part-time about the restaurant, but this was done only to help my wife, and I received no remuneration for such work.

Conclusions: The circumstances of this case are in many respects similar to those in decision CU-B 793, wherein I said:

The claimant has failed to convince me that his activity in respect to the business which allegedly belongs to his wife ... was so minor in extent that he could be considered as being unemployed within the meaning of the Act. Irrespective of who owns the business, the evidence indicates that the claimant took an active part in it during ordinary working hours and that, consequently, he followed an occupation for which it is customary to receive remuneration. Under the circumstances, whether he was in business for himself or whether he worked for his wife ... he cannot be considered as being unemployed within the meaning of the Act.

Moreover, as indicated in many previous decisions, we cannot conclude that a claimant is unemployed because he states that he is available for work especially when his availability, as in the present case, is not clearly established.

At the time of filing his initial application for benefit, the claimant, like any other claimant, was handed a booklet entitled "Direction to Report and Information for Claimants" (form UIC 501D) which, among other things, contained the following instructions regarding the manner in which each "claimant's weekly report" (form UIC 489) should be completed:

Write "Working" opposite each day that you did any work whatsoever, or that you followed any occupation, or engaged in any business even if the work, etc., was temporary, casual, part-time, subsidiary, or even on a trial basis and regardless of how long you worked or whether or not you were, or will be, paid. In addition, write the name and address of your employer, as well as the other particulars required, on the back of the form ...

These instructions, which are in no way ambiguous, should, as the court said, have prompted the claimant to clarify his position with the local office of the Commission. By failing to disclose to that office the work which he was performing, he has so weakened the value of all his declarations that they can no longer be accepted as sufficient proof of his good faith and of his unemployment during the period involved.

The claimant's appeal is dismissed.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 238 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 179 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	$ 90,390.00
Defence Production	211	895,601.00
Post Office	10	69,843.17

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during September

During September the sum of $2,015.66 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 36 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near LaFleche Sask: Continental Construction Ltd, construction of dam & related work. *Maple Creek Sask:* F J Hack, construction of dam & related works. *Swift Current Sask:* J A Copper, construction of tile drain line, Rush Lake Drainage. *Near Hays Alta:* General Gravel & Surfacing Co Ltd, construction of wasteway structure, Ronalane Wasteway. *Near Vauxhall Alta:* Cunningham & Shannon, construction of reinforced check structures, Bow River Development; Jas Tomchuk, construction of sundial check, Bow River Development; T. A Klemke & Son, canal bank stabilization.

Central Mortgage and Housing Corporation

Gander Nfld: North Shore Construction Co Ltd, installation of sewer & water laterals. *Camp Gagetown N B:* Brookfield Construction Ltd, construction of housing units. *Montreal Que:* Planned Renovators Co, repointing of brickwork. *Valcartier Que:* Tellier & Groleau, construction of school; Community Enterprises Ltd, construction of apartment units & services; Cap Construction Ltd, construction of housing units & services. *Val d'Or Que:* Victorin Sylvestre, *survey of Val d'Or project. *Ajax Ont:* Kelly Lumber & Construction Co, installation of storm & sanitary sewers & watermains. *Deep River Ont:* Rennick-Brown Construction Co, construction of housing units & ground services. *Claresholm Alta:* Norman H Woods & Assoc Ltd, site improvement & planting. *Cold Lake Alta:* Terminal Construction Co, site improvement & planting. *Edmonton Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of housing units & services, Griesbach Barracks. *Kamloops B C:* Biltmore Construction Co, construction of housing units & walks. *Revelstoke B C:* Denter's Painting & Decorating, *exterior painting. *Rocky Point B C:* Biltmore Construction Co, construction of housing units & services.

Defence Construction (1951) Limited

Greenwood N S: Municipal Spraying & Contracting Ltd, construction of additional parking areas, repairs to existing roads, culverts & drainage, RCAF Station. *Camp Gagetown N B:* Atlas Construction Co Ltd, grading & paving of roads & compounds; M F Schurman Co Ltd, construction of QM & technical stores bldgs (Contract "J"); B Perini & Sons (Canada) Ltd, construction of officers' quarters & officers' messes (Contract "H"); R E Stewart Construction Corp, construction of coal storage shed & trestle; Atlas Construction Co Ltd, construction of garages, tank hangars, gun drill & maintenance bldgs (Contract "K"); B Perini & Sons (Canada) Ltd, construction of sergeants' quarters, sergeants' messes & ground services for forestry headquarters (Contract "G"). *Chatham N B:* Stirling Electric, *repair of breakages in underground power cable. *Fredericton N B:* O'Dell Construction Co Ltd, residual work for 50 vehicle garage. *St Margarets N B:* Modern Construction Ltd, construction of unit transmitter bldg; Stirling Electric Co Ltd, electrical work in transmitter bldg. *Bagotville Que:* Roch Construction Ltd, revisions to synthetic trainer bldg. *Grosse Isle Que:* Beaudet & Fils Enrg, construction of addition to Isolation Wing, Bldg 56, & erection of prefabricated steel bldg, Experimental Station. *Nicolet Que:* A Daris, construction of magazine. *St Hubert Que:* Magil Construction Ltd, revisions to synthetic trainer bldg. *St Johns Que:* Martin Bros Reg'd, construction of Protestant chapel, College Militaire Royal; Sir Robert McAlpine & Sons of Canada Ltd, construction of academic bldg. *Valcartier Que:* Union Des Carrieres & Pavages Ltee, grading, paving, walks, curbs, landscaping & fencing; Tri-Bec Incorp, installation of steam distribution extension & heating of existing bldg. *Barriefield Ont:* Welter & Leadbeater Construction, construction of water supply main; Dickson-Larkey Welding & Steel Construction Ltd, construction of steam distribution system,

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RCEME area; Roads Resurfacing Co Ltd, paving of roads, RCS & RCEME areas. *Camp Borden Ont:* Bedford Construction Co Ltd, modifications to sewage treatment plant. *Downsview Ont:* Ellins Construction Co Ltd, construction of parking lot additions. *Kingston Ont:* Olmstead & Parker Construction, *supply & installation of oil storage tank. *London Ont:* Ellis-Don Ltd, construction of rifle ranges. *North Bay Ont:* Ruliff Grass Construction Co Ltd, revisions to synthetic trainer bldg. *Petawawa Ont:* Ball Bros Ltd, construction of WO's & sgts' messes, sgts' quarters & outside services. *Rockcliffe Ont:* M J Sulpher & Sons Ltd, construction of extension to officers' mess, RCAF Station. *Trenton Ont:* Albi Applicators Ltd, removal of ferromastic material & application of fire retardent material to steel arch hangar, RCAF Station. *Uplands Ont:* Canadian Comstock Co Ltd, installation of underground steam distribution system, RCAF Station. *Fort Churchill Man:* Carter Construction Co Ltd, construction of laundry bldg. *Winnipeg Man:* Swanson Construction Co Ltd, construction of garage, POL service station & rifle range. *Calgary Alta:* R A Blyth, construction of tank bridge, Sarcee Military Camp. *Cold Lake Alta:* Bennett & White (Alberta) Ltd, addition of units "A", "B", & "C" (stage 2) to steel hangar, RCAF Station. *Edmonton Alta:* Foundation Co of Canada Ltd, construction of foundations for Command Headquarters bldg; Burns & Dutton Concrete & Construction Co Ltd, reconstruction of warehouse No 2, Griesbach Barracks; Mannix O'Sullivan Paving Co Ltd, road paving (Contract No 1). *Namao Alta:* Grinnell Co of Canada Ltd, *modifications to sprinkler system; Poole Construction Co Ltd, construction of fire protection system for Explosive Depot. *Penhold Alta:* Poole Construction Co Ltd, construction of refuelling tender garage; Assiniboia Construction Co Ltd, construction of asphalt taxiway, RCAF Station. *Suffield Alta:* Asphalt Services Ltd, paving of road & installation of storm sewer system, Experimental Station; Oland Construction Ltd, construction of machine shop, Experimental Station; Southern Alberta Construction Ltd, construction of animal bldg, Experimental Farm. *Wainwright Alta:* Canadian National Railways, *construction of railway spur line; Northwestern Utilities Ltd, *construction of natural gas supply & distribution system.

Building and Maintenance

Saint John N B: Allied Bldg Services Ltd, exterior cleaning, repairs, repointing & waterproofing, Armoury Barracks Green. *Levis Que:* Dasco Ltd, copper roof covering of Armoury. *Montreal Que:* H B Beloff Roofing Co, application of mineral surface roofing, Drill Hall, 175 Craig St; Hiland Ltd, supply & installation of elevator, 772 Sherbrooke St. *London Ont:* Warneke Decorating Co, interior painting of bldgs, OECTA & exterior painting of bldg 46, Wolseley Barracks. *Ottawa Ont:* O'Leary's Ltd, paving of Middle Street road & parking areas, RCAF Station, Victoria Island. *Churchill Man:* Carter Construction Co Ltd, runway & drainage repairs, RCAF Station. *Comox B C:* A B Construction Co Ltd, construction of fitments for hangar & workshop, RCAF Station.

Department of Defence Production

Torbay Nfld: Concrete Products (Nfld) Ltd, repairing manholes, RCAF Station. *Summerside P E I:* Geo H Hamilton & Son, installation of eavestroughing on various bldgs, RCAF Station. *Cornwallis N S:* S W Ferguson Ltd, exterior painting, HMCS *Cornwallis;* Standard Paving Maritime Ltd, construction of asphalt sidewalk, HMCS *Cornwallis. Halifax N S:* Bryant Electric Co Ltd, installation of power supply in bldg S-37, HMCS *Stadacona;* J Gray, demolition of bldg No 7, R A Park; Plibrico Sales & Service Co, enlarging & rebuilding of garbage disposal incinerator, HMCS *Stadacona;* Standard Paving Maritime Ltd, paving of roads & loading area, Willow Park; Walker & Hall Ltd, construction of concrete walls, footings & entrances, RCAF parking lot. *Shearwater N S:* Cosgrove Bros Ltd, exterior painting of hangars Nos 108, 109, 110 & hospital, RCN Air Station; Foundation Maritime Ltd, construction of concrete footing etc, & erection of Quonset hut, HMCS *Shearwater;* Parker Bros Ltd, exterior painting of hangars Nos 1, 2 & 3, RCN Air Station; Martin & Moore Ltd, interior painting, RCN Air Station; Martin & Moore Ltd, interior painting, RCN Air Station; Alex L Grant, interior painting, RCN Air Station. *Sydney N S:* S W Ferguson Ltd, painting of bldgs, Point Edward Naval Base. *Chatham N B:* Emerson Bros Ltd, conversion of coal burning furnaces to oil, RCAF Station. *Saint John N B:* E Mooney Construction Ltd, alterations to masonry walls & concrete floor, City Road Armouries. *Bagotville Que:* D Dallaire & Fils, repairing of porch roofs on houses, RCAF Station; D Dallaire & Fils, repairs to bulk

fuel storage installation, RCAF Station; Louis Vezina, interior painting of houses, RCAF Station. *St Hubert Que:* Tree Surgery Co Ltd, grading, seeding, etc, Explosive Storage, RCAF Station. *St Johns Que:* P. Baillargeon, construction of drive, RCAF Station. *Senneterre Que:* J Daniel Dubreuil, repairs to recreation hall floor, RCAF Station; Val d'Or Construction Co Ltd, additions & alterations to control tower, RCAF Station. *Aylmer Ont:* Stradwicks Ltd, installation of plywood underlay & linoleum covering in bldg No 40, RCAF Station. *Barriefield Ont:* T A Andre & Sons Ltd, truss underpinning of Artisan bldg, RCEME. *Centralia Ont:* Arthur Hall, interior painting of barrack blocks Nos 8 & 9, RCAF Station. *Clinton Ont:* Warneke Decorating Co, exterior painting of PMQ houses, RCAF Station. *Falconbridge Ont:* Eddie Winchester, interior painting of bldg, RCAF Station; Landry Construction Co, dismantling of damaged stoops & erection of stoops for PMQ's, RCAF Station. *London Ont:* Towland Construction Co Ltd, repairs to roads, No 27 COD. *Simcoe Ont:* D J Tarry Construction Co, repairs to Armoury. *Timmins Ont:* Colt Contracting Co Ltd, erection of concrete block walls, Armoury; Smith & Elston Ltd, installation of plumbing & drainage system, Armoury. *Uplands Ont:* Imperial Construction Co, grading, seeding, firebreaks, etc, for explosive storage bldgs & areas, RCAF Station. *MacDonald Man:* Lee's Blacksmith & Welding, overhauling & repairing of furnaces in hangars, RCAF Station. *Shilo Man:* J W Ditchfield, sodding of "L" lines development. *Winnipeg Man:* Fonseca Roofing & Sheet Metal Co, repairs to roof of bldg ♯14, Fort Osborne Barracks; Oswald Decorating Co, exterior painting of PMQ's, Fort Osborne Barracks. *Comox B C:* Dominion Paint Co, painting of bldgs at RCSCC; Courtenay Builders Supply Co, construction of extension to galley, bldg No 2, RCSCC. *Esquimalt B C:* Farmer Construction Ltd, alterations to bldg No 51, HMC Dockyard; J McPherson, exterior & interior painting of bldgs, HMCS *Venture.*

National Harbours Board

Halifax Harbour N S: Guildfords Ltd, replacement of car dumper roof; Municipal Spraying & Contracting Co Ltd, construction of roadway, Pier 9; Standard Paving Maritime Ltd, widening marginal road & paving parking area at entrance to sheds Nos 21 & 22. *Saint John Harbour N B:* Argo Construction Ltd, construction of extension to sheds Nos 2 & 3; Saint John Dry Dock Co Ltd, installation of high doors in sheds Nos 1, 2 & 3. *Three Rivers Harbour Que:* David Tessier, repairs to Cap de la Madeleine wharf. *Vancouver Harbour B C:* Commonwealth Construction Co Ltd, installation of grain cleaning equipment, No 3 elevator; Seaboard Sheet Metal Ltd, reroofing of sheds Nos 1 & 2, Fishermen's Wharf.

Department of Public Works

Carbonear Nfld: Cyril Babb, shore protection works. *Montague P E I:* A B Cutcliffe & Son & John Quinn, construction of breastwork. *Summerside P E I:* County Construction Co Ltd, railway wharf improvements (concrete retaining wall). *Fisherman's Harbour N S:* M C Campbell Construction Co Ltd, wharf repairs. *Gabarouse N S:* Campbell & McIssac, reconstruction of groyne. *Halifax N S:* Brookfield Construction Co Ltd, erection of prosthetic bldg, Camp Hill Hospital. *Judique (Baxter's) N S:* Joseph Almon, breakwater replacement. *Moose Harbour N S:* Mosher & Rawding Ltd, improvements to harbour. *Walton N S:* Wesley Wilson McBrien, harbour improvements. *St Andrews N B:* Diamond Construction Co Ltd, wharf repairs. *Baie Trinite Que:* J P Porter Co Ltd, *dredging. *Bonaventure Que:* Fortunat Bernard, wharf improvements. *Chandler Que:* J P Porter Co Ltd, *dredging. *Lennoxville Que:* Eugene Marcoux Incorp, construction of machine storage bldg, Experimental Station. *Matane Que:* Dionne & Canuel, construction of breakwaters; Gulf Maritime Construction Ltd, reconstruction of protection wall. *Montreal Que:* Weiss Electrical Contracting Co, alterations to transformer vault, etc, Customs Bldg, 105 McGill St. *Pointe Basse Que:* Adrien Arseneau, wharf repairs. *Port St Francois Que:* Ovila Duval, construction of protection wall. *Rimouski Que:* Emile St Pierre, reconstruction of wharf approach. *St Maurice de l'Echourie (Grand Ruisseau) Que:* Emile Cloutier, wharf repairs. *Sept Iles Que:* Les Constructions du St Laurent Ltee, protection works. *Belleville Ont:* Tatham Co Ltd, wharf repairs. *Burlington Ont:* Intrusion-Prepakt Ltd, breakwater repairs (west section). *Ottawa Ont:* W D Laflamme Ltd, repairs to retaining walls at corner of Booth & Middle Sts; J H Lock & Sons Ltd, additions & alterations to refrigeration equipment, Parliamentary Restaurant;

McIntyre Aluminum Products Ltd, installation of insert units to existing windows —Bureau of Statistics. *Carrot River Sask:* Shoquist Construction Ltd, construction of Post Office bldg. *Milestone Sask:* Bird Construction Co Ltd, construction of public bldg. *Porcupine Plain Sask:* Shoquist Construction Ltd, erection of public bldg. *Edmonton Alta:* Bird Construction Co Ltd, construction of combined garage, office & barracks bldg. *Fraser River B C:* British Columbia Bridge & Dredging Co Ltd, *dredging. *Northwest Bay B C:* McKenzie Barge & Derrick Co Ltd, breakwater repairs. *Prince Rupert B C:* Orion Builders Ltd, additions & alterations to nurses' quarters, Miller Bay Indian Hospital. *Sardis B C:* Allan & Viner Construction Ltd, construction of staff quarters, Indian Hospital.

St. Lawrence Seaway Authority

Montreal Que: Atlas Construction Co Ltd, construction of water intake, municipalities of Longueuil & Jacques Cartier; Atlas Construction Co Ltd, enlargement of Piers 1 to 11, Jacques Cartier Bridge; Canamont Construction Ltd (Joint Venture), construction of the Cote Ste Catherine lock & approaches between stations 605 : 00 to 710 : 00. *Cornwall Ont:* M Sullivan & Son Ltd, construction of office bldg.

Department of Transport

Gander Nfld: North Shore Construction Co Ltd, construction of gravity sewer & force mains sewage lift stations. *Saint John N B:* Stephen Construction Co, additional airport development. *Dorval Que:* Dominion Bridge Co Ltd, erection of steel structure for new Terminal bldg. *Father Point Que:* Adrien Berube, construction of Pilotage office. *Forestville Que:* North Shore Construction Co Ltd, additional airport development. *Kenora Ont:* Peerless Construction Ltd, additional airport development. *Wiarton Ont:* Percy Spears, construction of omni range station. *Broadview Sask:* R T Webb & A Melanson, construction of staff dwelling. *Regina Sask:* Canadian Comstock Co Ltd, construction of airport lighting facilities. *Calgary Alta:* Accurate Electrical Contractors, construction of airport lighting facilities. *Grande Prairie Alta:* Accurate Electrical Contractors, construction of airport lighting facilities.

Workmen's Compensation Benefits Higher in Canada than in U.S.

Workmen's compensation benefits are higher in Canada than in any of the 48 of the United States, it was reported by George G. Greene, Director of the Government Employees' Compensation Branch, Department of Labour, following his return from the 41st annual convention of the International Association of Industrial Accidents Boards and Commissions.

Several Canadian provinces base compensation payments on 75 per cent of a worker's earnings, up to a maximum limit, and no province bases them on less than 66⅔ per cent. United States delegates indicated that attempts are being made in the United States to have the basis for payment increased to the latter figure, Mr. Greene reported.

A report presented to the convention gave the following information on benefits in some of the larger states:—

New York, for temporary total disability, has a maximum of 66⅔ per cent of wages as compensation but also a maximum of $36 a week and $6,500 in all. For permanent total disability the rate is 66⅔ per cent of wages for life but again with a weekly maximum of $36 plus certain other benefits in specific cases for vocational rehabilitation, constant attendant, spinal injury paralysis or loss of mental faculties.

Illinois, for temporary total disability, has a maximum of 75 per cent of wages as compensation with a maximum of $34 to $40 weekly, according to dependents, and total maximum of $9,250 and $12,000. For permanent total disability the rates are the same but after the total sums mentioned have been paid there is provision for sharply reduced rates.

Massachusetts, for temporary total disability, has a maximum of 66⅔ per cent of wages as compensation, with maximum weekly payment of $30 plus additional payments for dependents and a total maximum of $12,000. For permanent total disability, weekly payments continue after the $12,000 limit is reached, with $2.50 for each total dependent.

Michigan, for temporary total disability, allows 66⅔ per cent of wages as compensation with weekly maximum of $32, up to $42 if there are dependents.

Working Conditions of Office Employees in Manufacturing

51 per cent of employees covered in 1955 survey could qualify for a three-week vacation with pay after 15 years' service, compared with 43 per cent in 1954. Coverage of pension, insurance plans increases

An increase over 1954 in the extent of three-week vacations for office employees after 15 years' service and in the extent of certain types of sickness and accident benefit provisions were the principal changes revealed by the 1955 survey of working conditions. There were other minor changes, as the accompanying table indicates, but on the whole, the conditions surveyed for office workers in 1955 did not differ substantially from the previous year.

There was a further shift towards the 37½-hour week from slightly longer schedules. The figures indicate that some employees formerly working schedules of more than 37½ but under 40 hours now are on a 37½-hour basis. However, the steady proportions on a 5-day week in the two years indicate that most of those moving into the 37½-hour week class had already been working a 5-day schedule, but of somewhat longer work days.

Little change in the situation regarding statutory holidays is shown in 1955. Almost four-fifths of the employees are paid for seven or more holidays.

Fifty-one per cent of the employees covered in 1955 could qualify for a three-week vacation with pay after 15 years; this represents a considerable increase from the 43 per cent in 1954 and an increase of more than 100 per cent since October 1951. There was also some increase in the proportion of persons in establishments where four weeks were granted, usually after 25 years.

Replies to a question on the frequency of pay days showed that about 57 per cent of those employed in the offices of manufacturing plants were paid either twice per month or every two weeks. Those paid weekly constituted another 28 per cent of the total and about 6 per cent were in establishments which paid once a month. The remainder consisted of those which did not reply or indicated different practices for different groups of employees without stating which applied to the majority.

About two-thirds of the employees were paid by cheque and about 21 per cent by cash. Establishments with 8 per cent of the total stated that the method of payment was by deposit in the employee's bank account.

Pension plans and group life insurance showed, in the 1955 statistics, a slightly higher coverage among office employees than in the previous year. Plans providing hospital care remained at a steady 91 per cent in both 1954 and 1955. Surgical benefits and physicians' services in hospital showed a moderate rise in proportional coverage in 1955 and plans providing for physicians' home and office calls registered

Coverage of Annual Survey of Working Conditions

The annual survey of working conditions conducted by the Economics and Research Branch in April of each year covers an average of 6,500 manufacturing establishments, most of which have 15 or more employees. In 1955 office employees of reporting plants totalled 196,000. Together with the 765,000 plant workers covered in the survey, this represents approximately three-quarters of the total employed in manufacturing. Almost 90 per cent of the plants to which questionnaires were sent submitted returns. Provincial breakdowns of the information contained in the accompanying table will be available in tabular form shortly, and may be obtained on request to the Economics and Research Branch, Department of Labour.

a significantly higher proportion than previously, 48 per cent as compared with 42 per cent in 1954. No change in the extent of cash compensation plans is indicated in the latest figures.

More than 90 per cent of the office workers were in establishments which reported that they continued salary payments in the event of employees' absences due to illness.

SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	April 1, 1955	April 1, 1954	April 1, 1953	Oct. 1, 1951
Standard Weekly Hours				
35 and under	12·0	11·9	9·9	10·3
Over 35 and under 37½	9·9	9·1	9·5	10·6
37½	38·2	34·9	30·1	28·5
Over 37½ and under 40	12·0	15·0	19·1	17·3
40	20·0	21·0	21·2	20·5
Over 40	7·9	8·1	10·2	12·8
Employees on a 5-day week (1)	89·1	88·5	84·1	75·9
Paid Statutory Holidays				
Employees in establishments reporting paid statutory holidays	99·1	98·9	99·5	99·1
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 6	6·8	6·5	6·9	9·9
7	10·7	11·4	12·2	13·2
8	61·1	61·0	57·4	57·2
9	14·9	13·6	16·1	11·3
More than 9	5·6	6·4	6·9	7·5
Vacation with Pay				
Employees in establishments reporting one week or more with pay after 1 year or less	100·0	99·8	99·7	99·7
Employees in establishments reporting two weeks with pay	98·6	96·0	97·7	96·9
After: 1 year or less	89·3	87·0	88·5	88·2
2 years	5·3	5·0	4·6	4·2
3 years	1·0	·8	·7	·8
5 years	1·3	1·6	1·9	1·7
Other	1·7	1·6	2·0	2·0
Employees in establishments reporting three weeks with pay	69·4	63·8	60·6	54·6
After: 10 years or less	5·4	5·4	4·0	4·1
15 years	51·0	43·4	32·1	23·1
20 years	6·7	7·2	14·5	14·7
Other	6·3	7·8	10·0	12·7
Employees in establishments reporting four weeks with pay	7·6	5·5	4·4	2·5
After: 25 years	6·1	4·2	3·2	2·1
Other	1·5	1·3	1·2	·4
Pay Practice				
Employees in establishments reporting pay day				
Weekly	27·8	.....	.....	.....
Every two weeks	17·6	.....	.....	.....
Twice per month	39·6	.....	.....	.....
Employees in establishments reporting payment by—				
Cheque	65·2	.....	.....	.....
Cash	20·8	.....	.....	.....
Pension and Insurance Plans				
Employees in establishments reporting:				
Pension plan	74·4	71·7	64·3	64·1
Group life insurance	90·1	87·4	.....	.....
Hospitalization plan	91·1	91·1	.....	.....
Surgical benefits	90·0	87·5	.....	.....
Physicians' service in hospital	73·8	69·1	.....	.....
Physicians' home and office calls	48·2	41·8	.....	.....
Insurance plan providing cash compensation for wage loss due to illness	58·6	59·0	.....	.....
Sick Leave				
Employees in establishment reporting sick leave	93·4	.....	93·7	.....

(1) Includes a small number of employees in establishments reporting alternate schedules of 5 and 5½ days.

Strikes and Lockouts

Canada, September 1955*

Time lost in work stoppages resulting from industrial disputes increased sharply during September when compared with the previous month and with September 1954. Eighty-four per cent of the idleness during the month was caused by two disputes involving: some 13,800 motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.; and 1,940 aircraft factory workers at Downsview (Toronto), Ont.

The question of increased wages was a factor in 20 of the 32 disputes in existence during September. Of the other stoppages, five arose over union questions, three over conditions of work, two over reduced wages and two over dismissals or suspensions.

Preliminary figures for September 1955 show a total of 32 strikes and lockouts in existence, involving 22,547 workers, with a time loss of 212,400 man-days, compared with 25 strikes and lockouts in August 1955, with 6,442 workers involved and a loss of 92,525 days. In September 1954 there were 21 strikes and lockouts, 9,815 workers involved and a loss of 127,582 days.

For the first nine months of 1955 preliminary figures show a total of 122 strikes and lockouts, involving 49,862 workers, with a time loss of 767,248 man-days. In the same period in 1954 there were 136 strikes and lockouts, 40,087 workers involved and a loss of 597,493 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September 1955 was 0·25 per cent of the estimated working time; August 1955, 0·11 per cent; September 1954, 0·15 per cent; the first nine months of 1955, 0·10 per cent; and in the first nine months of 1954, 0·08 per cent.

Of the 32 stoppages in existence during September, five were settled in favour of the workers, six in favour of the employers, seven were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; radio parts factory workers at Toronto, Ont., on November 1, 1954; and lumber mill workers at Saint John, N.B., on May 26, 1955.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in July 1955 was 98. Eleven were still in progress from the previous month, making a total of 109 during the month. In all stoppages of work in progress, 34,700 workers were involved and a time loss of 88,000 days caused.

Of the 98 disputes leading to stoppages of work that began in July, nine, directly involving 1,300 workers, arose over demands for advances in wages, and 38, directly involving 5,100 workers, over other wage questions; two, directly involving 700 workers, over questions as to working hours; eight, directly involving 1,600 workers, over questions respecting the employment of particular classes or persons; 39, directly involving 4,100 workers, over other questions respecting working arrangements; one, directly involving 100 workers, over questions of trade union principle; and one, directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for August 1955 show 450 work stoppages resulting from labour-management disputes beginning in the month, involving 220,000 workers. The time loss for all work stoppages in progress during the month was 3,000,000 man-days. Corresponding figures for July 1955 were 425 stoppages involving 750,000 workers and a loss of 3,200,000 days.

*See Tables G-1 and G-2 at back of book.

Prices and the Cost of Living*

Consumer Price Index, October 1, 1955

A slight rise in Canada's cost-of-living index (1949=100), from 116·8 to 116·9, between September 1 and October 1, the fourth successive monthly increase, brought the index to its highest level since August 1954. The index for October 1954 was 116·8.

No changes during the month exceeded 0·2 per cent. Higher prices for fuel, shelter and medical and dental care offset lower costs of other goods.

The food index declined from 113·7 to 113·5 as somewhat lower prices were recorded for most cuts of pork and beef, lamb, chicken, potatoes, apples and a number of canned and fresh fruits and vegetables. Among the relatively few items showing small price increases were fats, coffee, fresh tomatoes and lettuce.

The shelter series advanced slightly from 130·0 to 130·2 with both rent and home-ownership components contributing to the change.

Clothing remained unchanged at 107·8 for the fourth consecutive month, slight increases in men's wear and footwear being offset by decreases in women's and children's wear.

Further decreases in prices of household appliances were outweighed by increases for coal, fuel oil, and some items of furniture and household supplies, with the result that the household operation index increased from 115·9 to 116·1.

Other commodities and services moved from 117·9 to 118·1, with increased prices for gasoline, some inter-urban bus fares, doctors' and dentists' fees more than sufficient to offset decreased prices for radios and personal care items.

One year earlier (October 1, 1954), group indexes were: food 113·8, shelter 127·4, clothing 108·4, household operation 117·3, and other commodities and services 117·9.

City Consumer Price Indexes, September 1955

Nine of the ten regional consumer price indexes (1949=100) moved higher between August 1 and September 1, 1955, while the index for St. John's declined 0·7 per cent. The increases ranged from 0·1 per cent in Halifax to 1·1 per cent in Vancouver.

The food component increased in eight of the nine cities in which total indexes were up, and was unchanged in one. Changes ranged from 0·6 of a point in both Montreal and Ottawa to 3·4 points in Vancouver. The food index declined 2·4 points in St. John's. Higher prices were reported in most cities for coffee, eggs and most cuts of beef and pork, while most fresh and canned fruits and vegetables recorded lower prices.

The shelter index was up slightly in six cities, unchanged in four. Few changes in clothing prices occurred between August 1 and September 1, with the result that clothing indexes were unchanged in seven cities, slightly lower in two and up slightly in one city. Higher coal and wood fuel prices in Vancouver were mainly responsible for the upward movement of the household operation index in that city. Indexes were up slightly in three other cities and unchanged in six. There were minor increases in household supply prices. The other commodities and services indexes registered mixed changes with three increases, three decreases and four indexes unchanged. Automobile transportation indexes were down in six of ten cities, as decreases in automobile prices more than offset increases in tire prices and body repair charges.

Regional consumer price index point changes between August 1 and September 1 were as follows: Vancouver +1·3 to 118·1; Toronto +0·7 to 119·2; Edmonton-Calgary +0·6 to 115·2; Winnipeg +0·4 to 116·5; Saint John +0·3 to 118·1; Montreal +0·3 to 117·1; Saskatoon-Regina +0·3 to 115·4; Ottawa +0·2 to 117·5; Halifax +0·1 to 115·2; St. John's −0·7 to 105·1.*

Wholesale Prices, September 1955

Canada's general wholesale price index advanced 0·6 per cent to 220·9 from 219·6 between August and September, reflecting increases in seven of the eight component groups.

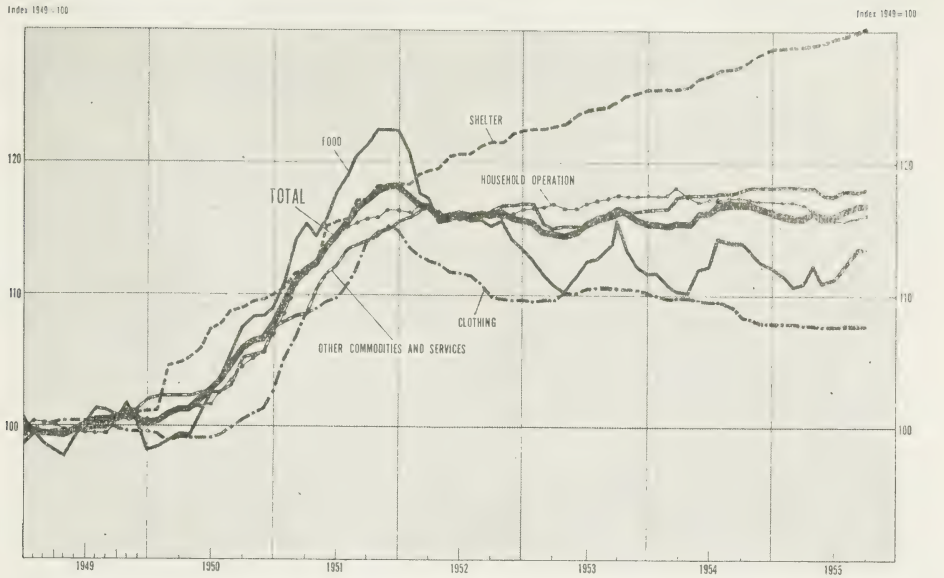
Non-ferrous metals recorded the largest gain, moving up 4·9 per cent to 198·0. In non-metallic minerals, the index moved up 0·9 per cent to 175·2.

Animal products as a group rose 0·7 per cent to 230·1, as increases in fishery products, cured meats, livestock, butter, lard, tallow, eggs, hides and skins overbalanced decreases in fresh meats, fowl and raw furs. An increase of 0·3 per cent in

See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



iron and its products was caused by advances in the rolling-mill products, hardware and castings sub-groups.

Textiles and textile products moved up 0·1 per cent to 226·2. Increases in hardwood and wood pulp prices, along with a higher rate for the U.S. dollar reflected in prices of newsprint, cedar shingles and wood pulp for export, outweighed a decrease in cedar lumber and moved wood, wood products and paper up 0·1 per cent to 296·3. Chemicals and allied products rose 0·1 per cent to 176·7.

Vegetable products, the only group to register a decline, fell 0·5 per cent to 192·9.

Canadian farm product prices at terminal markets declined 1 per cent to 202·7 from 204·8 between August and September, reflecting a decrease of 3·2 per cent to 153·9 from 159·0 in field products. Lower prices for eastern potatoes, barley, corn and wheat, western hay and flax, considerably overbalanced increases in rye, eastern hay and oats and western potatoes. Animal products advanced 0·4 per cent to 251·6 from 250·6 in August as prices rose for calves, steers, eggs, eastern butterfat and cheesemilk, and western hogs. Lower quotations were recorded for raw wool, lambs, eastern poultry and hogs.

Residential building material prices were 0·5 per cent higher in September as the index changed to 286·8 from 285·5. Items with price increases were chiefly in the electrical equipment and fixtures, lumber, and plumbing and heating groups. Non-residential building material prices rose 1·2 per cent to 125·7 from 124·2.

U.S. Consumer Price Index, August 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, dropped 0·2 per cent between mid-July and mid-August after two successive rises. The food index dropped substantially but house furnishings prices were also lower.

At mid-August, the index stood at 114·5 (1947-49=100); at mid-July it was 114·7. The August 1955 reading was 0·4 per cent lower than that of August last year.

U.K. Index of Retail Prices, July 1955

The British index rose, for the second successive month, between mid-June and mid-July to reach a level of 113·3. A year earlier the index stood at 109·1 and at the beginning of 1955, at 110·2.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 87.

Accident Prevention

1. **International Labour Office.** *Safety in Coal Mines.* Geneva, 1953-1955. 2 Volumes. Contents.—v.1. Organization on the national and international levels.—v.2. Legislation.

2. **U.S. Bureau of Labor Standards.** *Butch learns Good Housekeeping.* Washington, G.P.O., 1955. Pp. 10. A pamphlet about accident prevention.

3. **U.S. Bureau of Labor Standards.** *The Operation of Paper-Products Machines.* Washington, G.P.O., 1955. Pp. 41.

4. **U.S. Office of Education. Vocational Division.** *School Shop—Learn Safe Work Habits here! A Safety Guide for Pre-Employment Training.* Washington, G.P.O., 1955. Pp. 15. "This is a joint publication of the Division of Vocational Education, Office of Education and of the Bureau of Labor Standards, U.S. Department of Labor."

Biographies

5. **Evatt, Herbert Vere.** *Australian Labour Leader, the Story of W. A. Holman and the Labour Movement.* Abridged ed. Sydney, Angus and Robertson, 1954. Pp. 450. Mr. Holman was premier of New South Wales from 1913 to 1920, and a member of the Federal Parliament from 1931 to 1934.

6. **Hughes, Rupert.** *The Giant wakes; a Novel about Samuel Gompers.* 1st ed. Los Angeles, Borden Pub. Co., 1950. Pp. 294.

7. **International Longshoremen's and Warehousemen's Union.** *The Everlasting Bridges Case.* San Francisco, 1955. Pp. 14. This pamphlet is about the effort to deport Harry Bridges, president of the I.L.W.U.

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8. **Canada. Civil Service Commission. Staff Training Division.** *For Your Information as a Civil Servant of Canada.* Ottawa, Queen's Printer, 1955. Pp. 32.

9. **Johnston, Victor.** *The Effectiveness of Staff Associations in Employer-Employee Relations in the Public Service of Canada.* A paper presented to the Industrial Relations Study Group, Ottawa Chapter, Canadian Political Science Association. Ottawa, 1955. Pp. 21.

10. **Packman, Martin.** *Government Jobs.* Washington, Editorial Research Reports, 1955. Pp. 359-375.

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11. **Ford Motor Company.** *Complete Text of Changes in Collective Bargaining Agreement between Ford Motor Company and the UAW-CIO.* Detroit, National Ford Dept., UAW-CIO, 1955. Pp. 8.

12. **General Motors Corporation.** *Agreement between General Motors Corporation and the UAW-CIO.* Detroit, 1955. Pp. 122.

Discrimination in Employment

13. **Andras, Abraham.** *The Social Cost of Intolerance.* Montreal, Canadian Labour Reports [n.d.] Pp. 8. A pamphlet about discrimination in employment.

14. **Canada. Department of Labour.** *Do unto Others . . . A series of Radio Talks by Prominent Canadians on the Effects of Racial and Religious Discrimination, and on the Purpose and Principles underlying the Provisions of the Canada Fair Employment Practices Act, as broadcast on the Radio Program—Canada at Work.* Ottawa, Queen's Printer, 1955. Pp. 77.

15. **Canadian Labour Reports.** *These are Your Rights under Federal and Provincial Fair Employment Practices Legislation.* Montreal, 1954. Pp. 10.

16. **Conference of Commissions Against Discrimination. 6th, Philadelphia, 1954.** *Proceedings of Sixth Annual Conference of Commissions against Discrimination, June 2-3-4, 1954 . . . Philadelphia.* Philadelphia, Philadelphia Commission on Human Relations [1954?] Pp. 28.

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17. **Organization for European Economic Co-Operation.** *Economic Conditions in Austria, Switzerland.* Paris, 1954. Pp. 21. This pamphlet "forms a sequel to the Survey of Austria and Switzerland published by the O.E.E.C. in its Fifth Report."

18. **Organization for European Economic Co-Operation.** *Economic Conditions in Denmark, Iceland, Norway.* Paris, 1954. Pp. 37. This pamphlet "forms a sequel to the Survey of Denmark, Iceland and Norway published by the O.E.E.C. in its Fifth Report."

19. **Organization for European Economic Co-Operation.** *Economic Conditions in France.* Paris, 1954. Pp. 14. This pamphlet "forms a sequel to the Survey of France published by the O.E.E.C. in its Fifth Report."

20. **Organization for European Economic Co-Operation.** *Economic Conditions in Ireland, Portugal.* Paris, 1954. Pp. 22. This pamphlet "forms a sequel to the Survey of Ireland and Portugal published by the O.E.E.C. in its Fifth Report."

21. **Organization for European Economic Co-Operation.** *Economic Conditions in the Federal Republic of Germany.* Paris, 1954. Pp. 18. This pamphlet "forms a sequel to the Survey of the Federal Republic of Germany published by the O.E.E.C. in its Fifth Report."

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25. **United Nations. Department of Economic and Social Affairs.** *Scope and Structure of Money Economies in Tropical Africa.* New York, 1955. Pp. 52.

26. **United Nations. Department of Economic Affairs.** *Taxes and Fiscal Policy in Under-developed Countries; a Report based on Technical Assistance Experience, with Special Reference to Field Missions and to the Technical Assistance Conference on Comparative Fiscal Administration, 16-25 July, 1951.* New York, United Nations, Technical Assistance Administration, 1954. Pp. 124. Annex: List of reports of technical assistance missions to under-developed countries in the field of public assistance since 1945, p. 111-118. Professor Walter Heller wrote Part 1 of report, entitled "Fiscal policies for under-developed economies."

27. **United Nations. Department of Economic and Social Affairs.** *World Economic Report, 1953-54.* New York, 1955. Pp. 163.

28. **United Nations. Economic Commission for Latin America.** *Analyses and Projections of Economic Development. 1. An Introduction to the Technique of Programming.* New York, United Nations, Dept. of Economic and Social Affairs, 1955. Pp. 52.

Employment Management

29. **British Institute of Management.** *Absence from Work, Recording and Analysis.* London, 1955. Pp. 23.

30. **Maverick, Lewis Adams.** *Productivity, a Critique of Current Usage.* Carbondale, Ill., c1955. Pp. 30.

31. **Peterson, Florence.** *Personnel Case Studies.* New York, Harper, c1955. Pp. 345.

32. **Seymour, William Douglas.** *Industrial Training for Manual Operations.* London, Pitman, 1954. Pp. 203.

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33. **Ling, Thomas Mortimer,** ed. *Mental Health and Human Relations in Industry.* With a foreword by Lord Horder. London, H. K. Lewis, 1954. Pp. 265.

34. **Research Council for Economic Security.** *Economic Aspects of Prolonged Illness; a Discussion by Industry, Labor, Medical and Community Representatives. Proceedings of the Autumn Meeting, 1951.* Chicago, c1952. Pp. 44.

35. **Research Council for Economic Security.** *Prolonged Illness. Proceedings of the Second Regional Meeting, Pittsburgh, March 1952.* Chicago, c1952. Pp. 40.

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37. **Foenander, Orwell De Ruyter.** *Better Employment Relations, and Other Essays in Labour.* Sydney, Law Book Co. of Australasia, 1954. Pp. 244.

38. **Industrial Relations Research Association.** *Proceedings of the Seventh Annual Meeting, Detroit, Michigan, December 28-30, 1954.* Edited by L. Reed Tripp. Madison, 1955. Pp. 333.

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58. **Canada. Department of National Health and Welfare. Research Division.** *Mothers' Allowances Legislation in Canada.* Rev. ed. Ottawa, 1955. Pp. 85.

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61. **Somers, Herman Miles.** *Workmen's Compensation: Prevention, Insurance, and Rehabilitation of Occupational Disability,* by Herman Miles Somers and Anne Ramsay Somers. New York, Wiley, 1954. Pp. 341.

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63. **United Nations. Commission on Human Rights.** *Report of the 11th Session, 5-29 April 1955.* Geneva, 1955. Pp. 36.

64. **United Nations. Commission on the Status of Women.** *Report of the Ninth Session, 14 March-1 April 1955.* New York, United Nations, 1955. Pp. 22.

65. **United Nations. Economic Commission for Asia and The Far East.** *Annual Report, 19 February 1954-7 April, 1955.* New York, 1955. Pp. 47.

66. **United Nations. Population Commission.** *Report of the 8th Session, 14-24 March, 1955.* New York, 1955. Pp. 11.

67. **United Nations. Technical Assistance Board.** *Seventh Report to the Technical Assistance Committee for 1954.* New York, 1955. Pp. 269.

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68. **Great Britain. Ministry of Labour and National Service.** *Time Rates of Wages and Hours of Labour, 1st April, 1955.* London, H.M.S.O., 1955. Pp. 274.

69. **Mitra, Ashok.** *The Share of Wages in National Income* [Rotterdam?] 1954. Pp. 113.

70. **Schmidt, Emerson Peter.** *Economics of Minimum Wage Legislation.* Testimony before the Senate Labor and Public Welfare Subcommittee with respect to Wage and Hour Legislation, 1955. Washington, Chamber of Commerce of the United States of America, c1955. Pp. 32.

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Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 20, 1955

(Estimates in Thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,772	116	431	1,632	2,087	1,035	471
Agricultural	963	*	53	189	277	407	33
Non-Agricultural	4,809	112	378	1,443	1,810	628	438
Males	4,478	99	343	1,270	1,570	839	357
Agricultural	899	*	50	183	251	383	28
Non-Agricultural	3,579	95	293	1,087	1,319	456	329
Females	1,294	17	88	362	517	196	114
Agricultural	64	*	*	*	26	24	*
Non-Agricultural	1,230	17	85	356	491	172	109
All Ages	5,772	116	431	1,632	2,087	1,035	471
14—19 years	688	15	53	225	231	123	41
20—24 years	747	18	52	240	252	136	49
25—44 years	2,599	54	187	736	944	455	223
45—64 years	1,521	26	118	385	577	277	138
65 years and over	217	*	21	46	83	44	20
Persons with Jobs							
All status groups	5,641	111	415	1,578	2,048	1,025	464
Males	4,373	94	329	1,229	1,538	831	352
Females	1,268	17	86	349	510	194	112
Agricultural	960	*	52	189	275	407	33
Non-Agricultural	4,681	107	363	1,389	1,773	618	431
Paid Workers	4,307	94	321	1,260	1,660	582	390
Males	3,176	78	248	940	1,197	421	292
Females	1,131	16	73	320	463	161	98
Persons Without Jobs and Seeking Work							
Both Sexes	131	*	16	54	39	10	*
Persons not in the Labour Force							
Both Sexes	4,785	137	436	1,350	1,565	858	439
Males	781	32	81	200	237	134	97
Females	4,004	105	355	1,150	1,328	724	342

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week Ended Aug. 20, 1955		Week Ended July 23, 1955		Week Ended Aug. 21, 1954	
	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)	Total	Seeking Full-Time Work(1)
Total looking for work	145	136	165	153	192	179
Without Jobs	131	123	150	140	175	164
Under 1 month	53	—	54	—	60	—
1— 3 months	40	—	47	—	62	—
4— 6 months	14	—	19	—	26	—
7—12 months	13	—	18	—	21	—
13—18 months	*	—	*	—	*	—
19—and over	*	—	*	—	*	—
Worked	14	13	15	13	17	15
1—14 hours	*	*	*	*	*	*
15—34 hours	10	*	*	*	13	11

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.
* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—July	77	324	77	266	237	36	1,017
August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013
May	69	340	72	273	258	37	1,049
June	77	346	86	279	265	38	1,091
July	80	346	86	283	260	38	1,093

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,623,187.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (D.B.S.)

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1, 1954	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1, 1954	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1, 1954	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1, 1954	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1, 1954	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1, 1954	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1, 1954	113·4	157·1	137·9	59.25	108·1	151·8	139·6	61.39
Nov. 1, 1954	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1, 1954	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
Jan. 1, 1955	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1, 1955	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1, 1955	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1, 1955	105·7	150·0	141·2	60.68	106·5	154·2	143·9	63.28
May 1, 1955	107·4	153·1	141·9	60.96	107·3	156·6	145·1	63.81
June 1, 1955	111·7	158·8	141·4	60.76	109·3	158·9	144·5	63.54
July 1, 1955	115·3	164·1	141·7	60.87	111·6	161·5	143·9	63.28
Aug. 1, 1955	116·0	165·8	142·2	61.09	111·5	161·2	143·7	63.20

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1955	July 1, 1955	Aug. 1 1954	Aug. 1 1955	July 1 1955	Aug. 1 1954
(a) Provinces						
Newfoundland	143·5	138·4	139·1	55.50	55.53	54.77
Prince Edward Island	119·3	118·2	119·4	45.09	45.33	44.27
Nova Scotia	98·6	98·6	100·2	51.52	50.96	49.81
New Brunswick	106·9	104·7	101·0	51.12	50.65	49.63
Quebec	114·8	114·2	110·9	58.42	57.92	56.55
Ontario	115·4	115·7	111·3	63.43	63.48	61.53
Manitoba	108·4	107·4	108·5	58.89	58.44	57.02
Saskatchewan	125·8	122·7	127·7	58.97	58.41	57.03
Alberta (including Northwest Territories)	142·6	138·1	137·0	62.43	62.26	60.17
British Columbia (including Yukon)	117·6	115·1	112·0	66.91	66.51	64.79
Canada	116·0	115·3	112·3	61.09	60.87	59.17
(b) Metropolitan Areas						
St. John's	122·6	120·6	121·0	45.67	45.43	43.53
Sydney	87·0	91·9	92·6	61.77	61.15	61.34
Halifax	111·3	109·8	112·9	51.76	50.25	47.81
Saint John	97·8	97·8	97·6	48.54	47.72	46.70
Quebec	110·3	108·9	114·1	51.36	50.38	48.36
Sherbrooke	101·4	101·9	99·6	49.58	48.57	47.80
Three Rivers	109·3	109·6	110·0	58.59	58.56	55.65
Drummondville	73·6	74·4	67·7	51.65	52.03	51.33
Montreal	113·7	114·2	110·5	59.61	59.33	57.50
Ottawa—Hull	116·1	115·7	112·6	56.45	56.25	55.23
Peterborough	96·4	96·4	96·2	63.05	63.99	61.64
Oshawa	159·7	162·3	133·3	66.38	67.11	64.45
Niagara Falls	126·1	124·7	145·3	67.32	67.59	67.15
St. Catharines	117·6	117·8	109·1	71.13	70.48	67.21
Toronto	120·6	121·6	119·3	64.58	64.92	62.98
Hamilton	107·5	107·4	103·1	65.75	65.69	63.22
Brantford	83·6	84·9	80·9	59.70	59.69	58.76
Galt	99·7	99·4	99·0	54.75	55.46	54.22
Kitchener	105·2	105·1	102·6	59.01	59.72	57.22
Sudbury	135·0	132·9	137·1	74.40	74.51	72.63
London	114·7	115·2	109·1	58.63	58.97	55.96
Sarnia	125·7	123·1	123·7	77.74	75.97	75.25
Windsor	106·4	110·5	89·5	67.90	67.11	67.64
Sault Ste. Marie	121·4	121·0	102·4	66.79	71.28	70.60
Ft. William—Pt. Arthur	113·7	111·8	112·5	63.30	63.14	61.21
Winnipeg	106·0	105·7	105·4	56.28	56.00	54.23
Regina	119·0	118·2	127·5	56.08	55.86	55.56
Saskatoon	124·4	122·0	129·5	55.21	55.24	52.68
Edmonton	165·3	161·8	150·0	61.64	61.41	57.88
Calgary	152·0	145·9	140·1	59.76	59.74	58.70
Vancouver	110·8	109·5	104·6	63.85	64.13	62.17
Victoria	118·2	117·0	112·8	59.89	60.12	58.35

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1955	July 1 1955	Aug. 1 1954	Aug. 1 1955	July 1 1955	Aug. 1 1954
Mining	**116·5**	**115·5**	**113·6**	**73.32**	**72.83**	**70.03**
Metal mining	120·7	119·2	115·2	76.34	76.04	73.59
Gold	82·6	83·0	84·2	68.77	68.89	67.26
Other metal	156·3	153·1	144·3	80.07	79.66	77.04
Fuels	101·8	101·6	101·8	70.94	70.89	67.08
Coal	66·4	68·2	75·3	58.01	59.28	58.07
Oil and natural gas	218·8	212·0	189·8	83.91	83.21	78.94
Non-metal	143·0	141·7	142·5	67.01	64.86	63.51
Manufacturing	**111·5**	**111·6**	**108·0**	**63.20**	**63.28**	**61.07**
Food and beverages	114·3	113·7	112·9	55.92	56.29	53.51
Meat products	124·0	121·9	118·0	66.01	66.91	63.10
Canned and preserved fruits and vegetables	120·5	124·5	130·7	44.00	45.79	40.74
Grain mill products	106·8	107·6	105·1	61.44	60.19	60.47
Bread and other bakery products	109·6	109·2	102·9	53.81	54.33	52.69
Biscuits and crackers	99·7	101·7	98·6	47.40	47.48	44.02
Distilled and malt liquors	110·8	108·3	108·6	72.35	72.92	68.64
Tobacco and tobacco products	78·3	80·3	77·1	63.06	65.37	61.38
Rubber products	110·8	109·7	101·7	63.04	65.36	62.45
Leather products	84·4	84·0	87·2	43.51	43.20	41.77
Boots and shoes (except rubber)	87·1	86·6	90·6	41.80	40.68	40.06
Textile products (except clothing)	84·9	85·6	78·8	50.90	51.95	49.24
Cotton yarn and broad woven goods	88·6	86·8	79·8	47.11	49.41	45.30
Woollen goods	71·5	70·7	65·2	49.47	50.08	49.41
Synthetic textiles and silk	88·1	87·6	81·3	58.04	57.40	55.24
Clothing (textile and fur)	88·2	89·6	88·1	40.86	40.04	40.28
Men's clothing	93·4	96·0	92·6	39.53	38.97	38.13
Women's clothing	85·1	87·4	88·8	41.24	39.63	41.80
Knit goods	79·0	77·3	77·7	41.89	41.22	41.63
Wood products	113·6	112·9	107·8	56.30	55.44	54.56
Saw and planing mills	120·6	119·5	114·0	58.01	57.12	56.53
Furniture	105·2	104·9	100·0	53.65	52.73	51.55
Other wood products	97·1	97·5	93·6	51.87	51.40	49.51
Paper products	122·4	121·3	119·3	76.24	75.07	72.55
Pulp and paper mills	127·0	125·3	124·0	81.64	80.29	77.66
Other paper products	111·3	111·6	107·8	61.22	60.77	58.21
Printing, publishing and allied industries	111·2	112·2	110·3	67.96	68.47	65.32
Iron and steel products	102·9	102·7	99·9	70.08	70.51	67.69
Agricultural implements	63·9	62·3	71·5	67.99	69.10	68.29
Fabricated and structural steel	126·2	130·9	123·8	71.90	73.27	72.59
Hardware and tools	102·3	102·6	97·3	65.68	66.21	63.04
Heating and cooking appliances	98·9	90·8	95·9	61.06	61.99	58.28
Iron castings	95·7	94·9	88·2	70.64	69.67	67.38
Machinery mfg.	107·8	108·1	108·6	68.08	68.72	66.41
Primary iron and steel	112·0	112·5	94·3	75.37	76.20	73.48
Sheet metal products	110·5	109·3	109·2	69.71	69.56	65.97
Transportation equipment	136·2	137·8	130·3	69.20	69.78	68.28
Aircraft and parts	325·9	331·9	345·3	73.57	74.41	73.75
Motor vehicles	138·3	140·2	101·1	71.71	72.29	72.52
Motor vehicle parts and accessories	123·7	126·3	94·4	69.24	70.67	67.08
Railroad and rolling stock equipment	82·8	81·9	94·4	63.38	63.48	63.56
Shipbuilding and repairing	136·0	138·5	152·1	66.24	65.95	63.17
Non-ferrous metal products	127·1	126·2	118·9	72.80	72.71	69.58
Aluminum products	129·1	128·6	120·2	67.54	67.79	66.64
Brass and copper products	105·1	106·9	102·6	70.35	69.73	65.46
Smelting and refining	153·5	151·0	138·9	78.65	78.40	75.49
Electrical apparatus and supplies	133·7	135·0	127·5	68.05	68.84	66.18
Non-metallic mineral products	130·5	126·7	120·6	66.95	66.40	64.18
Clay products	113·9	111·4	107·8	62.59	63.00	60.85
Glass and glass products	134·3	130·3	121·4	64.13	63.69	60.89
Products of petroleum and coal	130·2	127·7	125·1	90.40	89.54	85.11
Chemical products	121·7	121·3	121·6	70.12	70.02	67.51
Medicinal and pharmaceutical preparations	108·2	111·4	105·6	65.18	64.20	61.90
Acids, alkalis and salts	128·3	128·5	119·1	77.62	77.60	75.34
Miscellaneous manufacturing industries	100·7	102·3	102·6	54.22	54.78	53.23
Construction	**130·9**	**125·8**	**125·4**	**62.05**	**61.36**	**61.81**
Buildings and structures	131·5	125·9	127·3	66.77	65.76	67.00
Building	133·1	127·0	116·5	65.83	64.68	63.23
Engineering work	124·5	121·2	144·9	71.16	70.72	77.27
Highways, bridges and streets	129·9	125·6	122·3	54.40	54.29	53.31
Service	**121·1**	**118·6**	**118·9**	**40.20**	**40.28**	**38.49**
Hotels and restaurants	118·1	115·5	118·0	34.45	34.65	33.21
Laundries and dry cleaning plants	107·5	108·3	105·4	37.53	38.14	36.71
Industrial composite	**116·0**	**115·3**	**112·3**	**61.09**	**60.87**	**59.17**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1955	July 1, 1955	Aug. 1, 1954	Aug. 1, 1955	July 1, 1955	Aug. 1, 1954
Newfoundland	42·4	43·6	42·1	135·0	132·9	133·3
Nova Scotia	42·1	41·5	41·4	124·7	126·6	120·5
New Brunswick	42·3	42·4	42·6	126·7	127·1	122·3
Quebec	42·1	41·6	41·7	130·3	131·0	127·7
Ontario	40·3	40·7	40·3	152·8	152·2	148·5
Manitoba	40·3	40·4	40·3	138·4	137·7	135·4
Saskatchewan	41·4	41·3	40·5	151·1	150·5	145·1
Alberta (1)	39·8	40·7	39·9	150·4	152·5	144·5
British Columbia (2)	38·6	38·4	38·2	173·5	172·5	167·8

(1) Includes Northwest Territories.
(2) Includes Yukon Territory.
NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1955	July 1 1955	Aug. 1 1954	Aug. 1 1955	July 1 1955	Aug. 1 1954	Aug. 1 1955	July 1 1955	Aug. 1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·4	43·4	42·8	160·6	159·9	155·8	69.70	69.40	66.68
Metal mining	44·4	44·4	44·0	164·5	164·6	160·0	73.04	73.08	70.40
Gold	46·1	46·3	45·6	139·5	139·8	138·4	64.31	64.73	63.11
Other metal	43·5	43·3	43·1	178·2	178·7	173·0	77.52	77.38	74.56
Fuels	40·5	41·1	39·9	156·1	154·3	152·3	63.22	63.42	60.77
Coal	38·3	39·6	38·7	147·6	147·0	146·5	56.53	58.21	56.70
Oil and natural gas	45·7	44·8	43·4	172·5	170·3	168·1	78.83	76.29	72.96
Non-metal	44·5	43·3	43·7	151·8	149·7	144·8	67.55	64.82	63.28
Manufacturing	40·8	40·9	40·7	145·0	145·0	140·9	59.16	59.31	57.35
Food and beverages	41·4	42·1	41·1	124·2	123·0	119·0	51.42	51.78	48.91
Meat products	40·6	41·6	40·3	152·4	153·0	147·1	61.87	63.65	59.28
Canned and preserved fruits and vegetables	38·9	42·4	38·9	98·0	97·4	94·4	38.12	41.30	36.72
Grain mill products	43·0	41·3	42·3	139·6	139·4	138·6	60.03	57.57	58.63
Bread and other bakery products	44·3	44·3	44·4	110·2	109·6	106·0	48.82	48.55	47.06
Distilled and malt liquors	41·2	40·8	40·0	163·8	164·8	157·6	67.49	67.24	63.04
Tobacco and tobacco products	40·4	42·6	40·6	147·2	148·2	142·7	59.47	63.13	57.94
Rubber products	40·1	41·6	40·8	147·7	149·5	145·5	59.23	62.19	59.36
Leather products	39·6	38·8	38·8	101·5	102·6	99·3	40.19	39.81	38.53
Boots and shoes (except rubber)	39·4	37·7	38·7	97·7	98·6	95·8	38.49	37.17	37.07
Textile products (except clothing)	41·6	42·1	40·7	111·6	113·0	108·9	46.43	47.57	44.32
Cotton yarn and broad woven goods	39·5	40·8	37·3	111·5	113·9	110·1	44.04	46.47	41.07
Woollen goods	43·2	43·5	43·5	104·2	104·9	104·0	45.01	45.63	45.24
Synthetic textiles and silk	44·2	43·4	44·1	119·3	119·4	112·8	52.73	51.82	49.74
Clothing (textile and fur)	37·2	35·8	36·3	98·0	98·0	98·7	36.46	35.08	35.83
Men's clothing	36·3	35·5	35·6	96·8	97·0	96·7	35.14	34.44	34.43
Women's clothing	35·2	33·3	35·2	104·0	102·3	105·5	36.61	34.07	37.14
Knit goods	39·2	37·6	38·0	96·8	97·6	98·0	37.95	36.70	37.24
*Wood products	42·2	41·8	41·9	128·5	127·8	125·3	54.23	53.42	52.50
Saw and planing mills	41·6	41·3	41·5	135·5	134·3	132·3	56.37	55.47	54.90
Furniture	42·8	42·0	42·3	117·7	117·9	114·2	50.38	49.52	48.31
Other wood products	44·1	43·6	43·0	111·4	111·5	108·6	49.13	48.61	46.70
Paper products	43·0	42·5	43·0	168·4	166·9	160·9	72.41	70.93	69.19
Pulp and paper mills	43·3	42·6	43·3	179·4	178·3	171·1	77.68	75.96	74.09
Other paper products	42·3	42·3	42·0	133·5	132·1	127·8	56.47	55.88	53.68
Printing, publishing and allied industries	39·8	40·4	39·8	171·7	172·3	165·7	68.34	69.61	65.95
*Iron and steel products	41·1	41·6	41·1	163·2	163·3	157·7	67.08	67.93	64.81
Agricultural implements	38·8	39·3	40·2	166·7	167·8	164·2	64.68	65.95	66.01
Fabricated and structural steel	39·7	40·8	40·8	163·6	166·5	164·7	64.95	67.93	67.20
Hardware and tools	41·8	42·1	40·8	149·3	149·1	145·1	62.41	62.77	59.20
Heat and cooking appliances	40·6	41·9	39·9	142·7	140·3	138·9	57.94	58.79	55.42
Iron castings	42·5	41·9	41·9	161·7	160·2	156·7	68.72	67.12	65.66
Machinery manufacturing	41·3	42·1	41·3	155·5	156·1	152·6	64.22	65.72	63.02
Primary iron and steel	40·5	41·2	41·1	178·9	179·1	171·2	72.45	73.79	70.36
Sheet metal products	42·0	42·4	41·2	159·6	158·5	153·7	67.03	67.20	63.32
*Transportation equipment	39·1	39·4	40·0	166·9	167·0	162·0	65.26	65.80	64.80
Aircraft and parts	40·2	40·5	41·1	170·8	172·1	171·0	68.66	69.70	70.28
Motor vehicles	36·5	36·5	39·1	179·9	180·1	170·1	65.66	65.74	66.51
Motor vehicle parts and accessories	39·6	40·5	38·7	166·7	166·1	160·7	66.01	67.27	62.19
Railroad and rolling stock equipment	38·9	39·2	39·6	159·8	159·1	158·8	62.16	62.37	62.88
Shipbuilding and repairing	41·7	41·4	41·3	157·6	157·4	150·7	65.72	65.16	62.24
*Non-ferrous metal products	41·2	41·4	40·8	166·8	166·0	160·0	68.72	68.72	65.28
Aluminum products	41·1	41·5	40·8	145·0	144·6	145·8	59.60	60.01	59.49
Brass and copper products	42·3	41·8	40·9	156·4	155·4	150·6	66.16	64.96	61.60
Smelting and refining	41·3	41·6	41·0	179·9	178·9	172·4	74.30	74.42	70.68
*Electrical apparatus and supplies	40·6	40·8	39·9	151·6	152·5	151·7	61.55	62.22	60.53
Heavy electrical machinery and equipment	40·4	40·8	40·1	164·6	166·6	167·3	66.50	67.97	67.09
*Non-metallic mineral products	44·1	44·0	43·5	145·9	145·1	142·0	64.34	63.84	61.77
Clay products	44·6	44·8	44·4	136·5	135·2	131·7	60.88	60.57	58.47
Glass and glass products	42·1	42·6	41·5	143·9	144·0	139·1	60.58	61.34	57.73
Products of petroleum and coal	41·3	40·0	41·9	196·0	197·9	188·1	80.95	79.16	78.81
Chemical products	41·0	41·6	41·3	152·0	151·2	147·1	62.32	62.90	60.75
Medicinal and pharmaceutical preparations	40·8	41·3	40·7	123·8	123·7	119·8	50.51	51.09	48.76
Acids, alkalis and salts	41·5	42·5	41·8	173·6	171·6	168·4	72.04	72.93	70.39
Miscellaneous manufacturing industries	40·2	40·7	40·7	118·4	119·8	116·1	47.60	48.76	47.25
*Durable goods	40·9	41·0	40·9	155·6	155·7	151·5	63.64	63.84	61.96
Non-durable goods	40·7	40·7	40·4	133·8	133·6	129·9	54.46	54.38	52.48
Construction	41·3	40·6	42·0	148·0	147·6	145·4	61.12	59.93	61.07
Buildings and structures	40·9	39·8	42·0	160·2	159·5	156·9	65.52	63.48	65.90
Highways, bridges and streets	42·2	42·2	42·1	123·7	124·4	121·4	52.20	52.50	51.11
Electric and motor transportation	44·8	45·1	44·5	145·2	145·3	142·3	65.05	65.53	63.32
Service	40·3	40·6	41·2	84·7	85·0	81·2	34.13	34.51	33.45
Hotels and restaurants	40·7	41·1	42·2	83·8	84·0	79·9	34.11	34.52	33.72
Laundries and dry cleaning plants	40·2	40·4	40·0	81·8	82·5	79·1	32.88	33.33	31.64

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
July 1, 1954	40·5	141·6	57.35	137·5	116·2	118·3
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955	41·2	143·5	59.12	141·7	116·0	122·2
April 1, 1955	41·1	144·3	59.31	142·2	116·1	122·5
May 1, 1955	41·2	145·4	59.90	143·6	116·4	123·4
June 1, 1955	41·0	145·5	59.66	143·0	115·9	123·4
July 1, 1955[1]	40·9	145·1	59.35	142·3	116·0	122·7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

("D" Tables this month had not been received before press time.)

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of August 1955			
		Number Commencing Benefit	Number of Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid $
Newfoundland	2·5	924	62,763	(641)	210,432
Prince Edward Island	5·5	229	13,347	(99)	36,565
Nova Scotia	6·8	3,018	170,428	(4,051)	546,376
New Brunswick	4·4	1,820	107,195	(2,151)	331,421
Quebec	36·4	18,582	980,387	(28,111)	2,860,488
Ontario	38·2	25,984	1,023,147	(23,451)	3,085,168
Manitoba	5·1	2,468	134,066	(3,851)	388,862
Saskatchewan	2·3	930	61,370	(1,427)	180,012
Alberta	5·1	2,746	112,738	(2,832)	351,810
British Columbia	9·3	4,685	241,460	(7,524)	736,184
Total, Canada, August, 1955	110·6	61,386	2,906,901	(74,138)	8,727,318
Total, Canada, July, 1955	132·4	49,990	2,960,905	(73,968)	8,947,552
Total, Canada, August, 1954	153·2†	77,150	3,921,598	(75,467)	12,066,717

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT AUGUST 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, INCLUDING DISABILITY CASES*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									Aug. 31, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Newfoundland	3,182	596	340	356	599	412	301	223	355	3,256
Male	2,878	540	311	330	552	383	275	189	298	3,030
Female	304	56	29	26	47	29	26	34	57	226
Prince Edward Island	564	90	42	71	102	73	61	41	84	641
Male	394	60	28	53	76	51	38	30	58	457
Female	170	30	14	18	26	22	23	11	26	184
Nova Scotia	7,279	1,552	554	830	1,558	841	557	366	1,021	8,137
Male	5,915	1,281	436	676	1,300	686	437	284	785	6,952
Female	1,364	271	118	154	228	155	120	82	236	1,185
New Brunswick	5,355	1,032	537	568	1,051	702	488	340	637	7,514
Male	4,098	803	424	444	814	548	378	253	434	5,995
Female	1,257	229	113	124	237	154	110	87	203	1,519
Quebec	42,067	8,816	3,830	4,918	6,723	4,727	3,603	2,648	6,802	57,016
Male	26,927	6,319	2,582	3,238	4,156	2,679	2,107	1,594	4,252	40,467
Female	15,140	2,497	1,248	1,680	2,567	2,048	1,496	1,054	2,550	16,549
Ontario	47,490	9,399	3,976	5,692	8,306	4,734	3,707	3,085	8,591	82,456
Male	29,973	6,173	2,489	3,868	5,545	2,684	2,090	1,769	5,355	62,633
Female	17,517	3,226	1,487	1,824	2,761	2,050	1,617	1,316	3,236	19,823
Manitoba	5,613	1,269	490	633	842	521	388	293	1,177	6,549
Male	3,167	690	273	327	453	276	221	163	764	3,805
Female	2,446	579	217	306	389	245	167	130	413	2,744
Saskatchewan	2,484	384	229	277	380	216	187	158	653	2,296
Male	1,437	192	119	153	203	117	100	97	456	1,395
Female	1,047	192	110	124	177	99	87	61	197	901
Alberta	3,986	865	312	447	589	400	331	271	771	6,718
Male	2,469	526	185	264	326	211	211	175	571	4,740
Female	1,517	339	127	183	263	189	120	96	200	1,978
British Columbia	11,736	3,061	868	1,270	1,786	1,139	885	668	2,059	16,675
Male	7,579	2,279	605	762	972	665	492	451	1,353	12,015
Female	4,157	782	263	508	814	474	393	217	706	4,660
Canada	129,756	27,064	11,178	15,062	21,936	13,765	10,508	8,093	22,150	191,258
Male	84,837	18,863	7,452	10,115	14,427	8,300	6,349	5,005	14,326	141,489
Female	44,919	8,201	3,726	4,947	7,509	5,465	4,159	3,088	7,824	49,769

* Disability cases: August 31, 1955: 2,436 (1,580 males 856 females) August 31, 1954: 2,667 (1,860 males 807 females)

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, AUGUST 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,243	837	406	1,255	832	423	473
Prince Edward Island	269	171	98	263	193	70	80
Nova Scotia	4,179	2,150	2,029	3,985	2,948	1,037	1,099
New Brunswick	2,892	1,619	1,273	2,795	1,931	864	712
Quebec	24,447	14,336	10,111	26,685	19,001	7,684	5,864
Ontario	39,270	21,744	17,526	42,201	33,218	8,983	8,397
Manitoba	3,352	2,039	1,313	3,374	2,501	874	544
Saskatchewan	1,207	743	464	1,309	953	356	205
Alberta	3,640	1,599	2,041	3,796	2,982	814	498
British Columbia	8,128	4,045	4,083	7,785	5,905	1,880	1,840
Total Canada, August 1955	88,627*	49,283	39,344	93,448†	70,464	22,984	19,712
Total Canada, July 1955	81,578	46,139	35,439	80,583	59,117	21,466	24,533
Total Canada, August 1954	112,659	59,059	53,600	113,805	91,406	22,399	26,205

* In addition, revised claims received numbered 16,522.
† In addition, 16,750 revised claims were disposed of. Of these, 978 were special requests not granted, and 867 were appeals by claimants. There were 2,038 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—July	3,225,000	3,025,500	199,500
August	3,232,000	3,043,100	188,900
September	3,250,000	3,058,700	191,300
October	3,257,000	3,069,300	187,700
November	3,249,000	3,039,900	209,100
December	3,310,000	3,035,500	274,500
1955—January	3,393,000	2,961,200	431,800†
February	3,409,000	2,865,600	543,400†
March	3,435,000	2,856,400	578,600†
April	3,427,000	2,863,700	563,300†
May	3,224,000	2,905,500	318,500
June	3,222,000	3,012,300	209,700
July	3,268,000	3,110,900	157,100

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8
July	116·0	111·5	129·6	107·8	115·8	117·7
August	116·4	112·4	129·8	107·8	115·8	118·0
September	116·8	113·7	130·0	107·8	115·9	117·9
October	116·9	113·5	130·2	107·8	116·1	118·1

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

——	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Sept. 1st, 1954	Aug. 1st, 1955	Sept. 1st, 1955					
(1) St. John's, Nfld.	103·4	105·8	105·1	102·8	109·7	100·6	102·7	110·1
Halifax	114·8	115·1	115·2	107·6	124·6	114·5	118·9	119·1
Saint John	117·7	117·8	118·1	113·7	125·6	116·1	116·5	124·0
Montreal	116·6	116·8	117·1	115·3	136·0	107·1	114·6	116·8
Ottawa	116·9	117·3	117·5	112·0	134·0	111·0	116·3	119·5
Toronto	118·8	118·5	119·2	112·8	147·7	109·9	114·4	118·3
Winnipeg	115·7	116·1	116·5	112·7	126·3	112·4	114·2	119·1
Saskatoon—Regina	115·1	115·1	115·4	113·6	118·1	114·4	116·9	114·3
Edmonton—Calgary	115·7	114·6	115·2	112·5	121·1	112·5	115·8	117·1
Vancouver	118·1	116·8	118·1	113·5	127·6	112·3	123·7	119·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16‡	16	11,106‡	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
June	21	29	4,510	5,664	47,355	0·06
July	19	32	7,869	10,913	96,335	0·12
August	14	25	2,494	6,442	92,525	0·11
September	16	32	17,957	22,547	212,400	0·25
Cumulative totals	122		49,862		767,248	0·10
1954						
January	26‡	26	10,644‡	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
June	20	32	9,502	10,192	86,715	0·10
July	16	30	4,461	6,658	54,146	0·06
August	8	20	1,207	3,959	48,210	0·06
September	14	21	8,597	9,815	127,582	0·15
Cumulative totals	136		40,087		597,493	0·08

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1955 [1]

Industry, Occupation Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to September 1955					
MANUFACTURING—					
Vegetable Foods, etc.—					
Fruit and vegetable packing plant workers, Okanagan Valley, B.C.	.....	526	3,680	Aug. 25	For a new agreement providing for increased wages, following reference to conciliation board; concluded September 9; negotiations; compromise.
Boots and Shoes (Leather)—					
Shoe factory workers, St. Hyacinthe, Que.	1	122	1,950	July 13	For a new agreement eliminating wage reductions in effect since Nov. 1, 1954, following reference to arbitration board; concluded September 23; negotiations; compromise.
Pulp, Paper and Paper Products—					
Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	400	5,000	June 9	For new agreements providing for increased wages; concluded by September 30; partial return of workers and replacement; in favour of employers.
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	37	500	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products—					
Sawmill and veneer factory workers, Kiosk, Ont.	1	137	2,100	Aug. 29	For a new agreement providing for increased wages and Rand formula for union dues, following reference to conciliation board; concluded September 21; negotiations; compromise.
Metal Products—					
Aircraft factory workers, Downsview, (Toronto,) Ont.	1	1,940	40,000	July 11	For a new agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
Structural steel fabricators, Sault Ste. Mariie, Ont.	1	[3] 135	2,800	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Non-Metallic Minerals, Chemicals, etc.—					
Asbestos products factory workers, Peterborough, Ont.	1	150	1,350	Aug. 29	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay and retention of all wash-up and rest periods, following reference to conciliation board; concluded September 14; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1955 [1]

Industry, Occupation Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to September 1955—Concluded					
CONSTRUCTION—					
Buildings and Structures—					
Carpenters, North Bay, Ont.	3	80	480	Aug. 25	For increased wages to Sudbury rate; concluded September 9; return of workers; in favour of employers.
Carpenters, Cornwall, Ont.	7	[4] 75	65	Aug. 29	For implementation of award of conciliation board for increased wages, four per cent vacation pay and continuance of union shop in new agreement under negotiations; concluded September 1; negotiations; in favour of workers.
Painters and decorators, Calgary, Alta.	15	[5] 160	960	Aug. 29	For implementation of award of arbitration board for increased wages in new agreement under negotiations; concluded September 9; negotiations; in favour of workers.
Highway—					
Road construction workers, Corner Brook, Nfld.	1	130	650	Aug. 15	For union recognition and agreement with increased wages and reduced hours; concluded September 7; return of workers pending negotiations; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—					
Electric Railways and Local Bus Lines—					
Bus drivers, Windsor, Ont.	1	300	600	Aug. 26	Protesting dismissal of a driver for cause; concluded September 2; reference to arbitration board; compromise, dismissal changed to 15-day suspension.
Water—					
Seamen, Vancouver, B.C.	1	[6] 328	2,000	July 3	For a new agreement providing for increased wages, following reference to conciliation board; concluded September 4 to 19; mediation, federal; compromise.
Miscellaneous—					
Radio station employees, Ottawa, Ont.	1	25	625	Aug. 26	For a new agreement providing for increased wages, job classification and union security, following reference to conciliation board; unconcluded.
SERVICE—					
Public Administration—					
County roads employees, Cayuga, Ont.	1	45	400	June 27	For union recognition; concluded September 17; return of workers and replacement; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1955 [1]

Industry, Occupation Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars[2]
	Establishments	Workers			
Strikes and Lockouts Commencing During September 1955					
LOGGING—					
Fallers and buckers, Campbell River and Kelsey Bay, B.C.	2	42	230	Sep. 23	For scale differential under certain conditions; settlement reached at one establishment Sept. 30; unconcluded.
MINING—					
Iron ore truck drivers, Steep Rock Lake, Ont.	1	80	440	Sep. 7	For increased wages; concluded September 13; negotiations; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	[7] 832	4,160	Sep. 12	Protesting working conditions allegedly reducing earnings; concluded September 16; return of workers pending settlement; indefinite.
Coal miners, Thorburn, N.S.	1	360	360	Sep. 29	Protesting suspension of a miner for refusal to accept temporary assignment to another job; concluded September 29; return of workers; in favour of employer.
MANUFACTURING—					
Boots and Shoes (Leather)—					
Slipper factory workers, Loretteville, Que.	1	7	10	Sep. 14	Protesting change to piecework rates; concluded September 15; replacement and return of workers; in favour of employer.
Miscellaneous Wood Products—					
Sawmill workers, Wasa, B.C.	1	24	160	Sep. 16	For union recognition; concluded September 24; negotiations; in favour of workers.
Furniture factory workers, Meaford, Ont.	1	78	600	Sep. 21	For a new agreement providing for increased wages and starting rates, extension of vacation plan and pay for additional statutory holiday, following reference to conciliation board; unconcluded.
Metal Products—					
Motor vehicle and parts, diesel locomotive, stove, refrigerator, and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	13,800	138,000	Sep. 19	For a new agreement providing for increased wages, term of agreement, form of guaranteed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; unconcluded.
Wire and cable factory workers, Toronto, Ont.	1	1,349	1,345	Sep. 30	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1955 (1)

Industry, Occupation Locality	Number Involved		Time Loss In Man-Working Days	Date Began	Particulars(2)
	Establishments	Workers			
Strikes and Lockouts Commencing During September 1955—Concluded					
Non-Metallic Minerals, Chemicals, etc.—					
Plaster-board factory workers, South Westminster, B.C.	1	117	585	Sep. 26	Protesting employment of 20 extra men to operate temporary seven-day-week schedule; concluded September 30; return of workers pending further negotiations; indefinite.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters, Dryden, Ont.	1	35	120	Sep. 1	For a union agreement providing for increased wages; concluded September 6; negotiations; compromise.
Building trades workers, Hamilton, Ont.	1	200	100	Sep. 14	Refusal to work with non-union truck drivers employed by sub-contractor; concluded September 14; negotiations; in favour of workers.
Structural steel and iron workers, Argentia, Nfld.	1	22	210	Sep. 14	Protesting reduction in wages to alleged prevailing rate; concluded September 24; return of workers pending further negotiations; indefinite.
Carpenters, Pembroke, Ont.	2	11	20	Sep. 19	For a union agreement providing for increased wages, reduced hours and union security; concluded September 20; negotiations; in favour of workers.
Plumbers and apprentices, St. John's, Nfld.	12	100	200	Sep. 29	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
Miscellaneous—					
Truck drivers, labourers and heavy duty machine operators, Montreal, Que.	1	900	2,700	Sep. 28	For a closed shop union agreement with increased wages; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 125 indirectly affected; (5) 75 indirectly affected; (6) 157 indirectly affected; (7) 100 indirectly affected.

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CURRENT manpower and labour relations REVIEW

DECEMBER 15, 1955

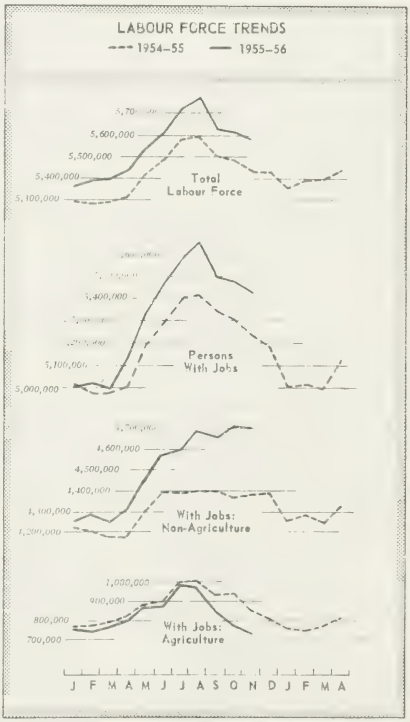
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

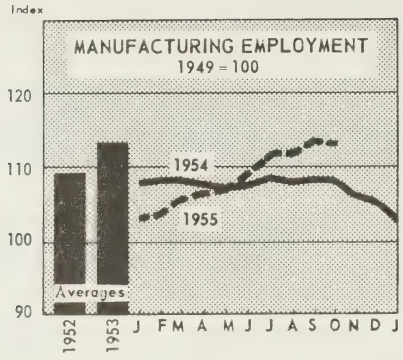
THE employment situation during November was marked by a seasonal decline stemming largely from a further slowdown in agriculture. As estimated by the Labour Force Survey, the number of persons with jobs was 5,419,000 in mid-November, a decline of some 58,000 from the previous month. Many of the workers who lost jobs during the month, however, withdrew from active participation in the labour force for the winter. Consequently, the increase in the number of persons without jobs and seeking work was only about one-third of the decline in employment.

The basic employment trend continued strongly upward in non-agricultural activities. In recent years, total employment in this sector declined between August and November, by about 20,000 in 1954 and by about 80,000 in 1953. This year, however, non-farm employment showed a slight increase. The total in mid-November was more than 300,000 or 7 per cent higher than a year earlier.

Employment in agriculture, on the other hand, has shown an accelerated downward trend in the past three months. The number of workers engaged in farm work during this period declined by some 232,000, almost 60,000 more than last year. The difference is largely the result of a more rapid decline in farm work in the Prairie Provinces this year, partly because favourable weather early this fall made possible an early completion



A Monthly *Labour Gazette* Feature



of the harvest and partly because job opportunities were abundant in other industries. This was particularly true in Alberta, where construction established a record for the second successive year.

A similar but less marked upswing in the underlying trend of non-farm activities has been evident in most other regions. In Ontario, the increase in manufacturing was reflected in shortages of engineers, draftsmen and metal working tradesmen. In the Atlantic and Pacific regions, the demand for workers was sustained by high levels of production in the primary industries.

An indication of the relative strength of manufacturing activity this year is provided in the chart on page 1335, which shows the percentage changes in seasonally-adjusted employment indexes in two periods during the past 2½ years[1]. Since February 1955, employment in almost all groups within manufacturing increased, in contrast to heavy decreases in the previous period. Moreover, a survey of current market forces suggests that basic employment will continue to rise through the early part of 1956, although perhaps not as rapidly as in 1955.

The high rate of automobile production has been an important factor in the rising trend of economic activity since the beginning of the year. In addition to affecting employment in the motor vehicle industry itself, it has been a major influence in the recovery of primary iron and steel, rubber products and other subsidiary industries. Sales of motor vehicles in October were much higher than a year earlier and back orders still held by dealers are reported to be substantial. It is generally expected, therefore, that production and employment will be maintained at a high level through the first quarter of 1956, provided that the General Motors dispute is settled in the near future.

In the transportation equipment manufacturing industry as a whole, however, employment has shown little or no increase since the first of the year because of a decline in levels of activity in the aircraft and shipbuilding industries. In the aircraft industry, employment at October 1 was about 22 per cent below the1953 peak, while in shipbuilding it was 25 per cent below. Currently scheduled defence procurement expenditures indicate that employment in these industries is not likely to rise much during the winter months.

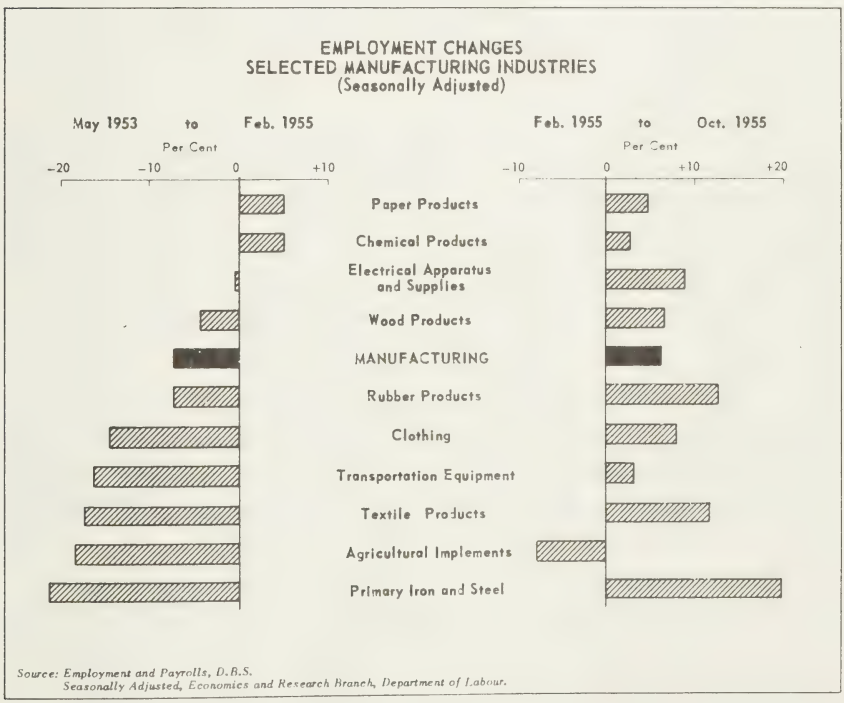
About the only other industries in which employment has moved contrary to the general trend are tobacco, which has been affected by the poor crop this year, and agricultural implements. After a brief recovery

[1]Many Canadian industries have fairly regular fluctuations in employment because of weather or other conditions that are directly related to the season of the year. For purposes of analysis, it is often useful to eliminate these fluctuations from the reported employment indexes, particularly if comparisons are being made over periods of more or less than 12 months. This is done by dividing the actual employment index by an index of the average seasonal fluctuations during the past few years. The result is a seasonally-adjusted employment index that indicates the basic changes in employment.

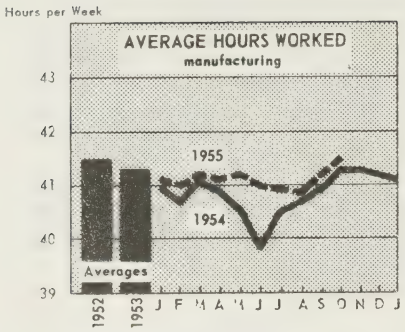
early in the year, employment in the implements industry declined through most of 1955 and in October was about 40 per cent below the peak level reached in 1952. Most employers in this industry foresee greater-than-seasonal strength during the coming winter. Inventory depletion and an expectation of increased spending by farmers as a result of this year's bumper crop are the main reasons for this optimism.

In most other manufacturing industries, there have been moderate to substantial employment increases in 1955. Among the main industry groups, gains of more than 10 per cent in the seasonally-adjusted employment indexes were recorded in rubber products, textiles, iron and steel products and non-metallic mineral products.

Within the iron and steel products group, a sizeable employment increase has been apparent in the primary iron and steel, iron castings and industrial machinery industries. No lessening in the demand for steel is foreseen during the first half of 1956 in the first two but further employment increases are likely to be small because the levels of operations are now near capacity. In the industrial machinery industry, on the other hand, there is some room for expansion as production was held back earlier by the slow pace of industrial building. More recently, hiring has increased substantially and reports from the industry on prospects for the winter months have been more optimistic than earlier in the year. Current spending, together with plans for future investment in machinery and equipment, provide a firm basis for further employment gains.



Source: Employment and Payrolls, D.B.S.
Seasonally Adjusted, Economics and Research Branch, Department of Labour.



The high level of demand for Canadian products in the export markets is largely reflected in the levels of employment in forestry, metal mining and the associated manufacturing industries. Planned production by pulp and paper companies in eastern Canada indicates that pulp cutting employment may be both higher and of greater duration than last year. On the west coast, logging camps have been operating at capacity for most of the year and only bad weather last month temporarily interrupted this level.

Employment in metal mining has followed the rising trend of prices for copper and other base metals. By the beginning of October, employment had risen to a point just short of the previous peak attained in September 1952. Industry reports suggest that employment levels will be maintained through the winter months.

Prospects in the manufacturing industries associated with forestry and metal mining are correspondingly strong, at least in the non-ferrous metal products and paper products industries. In the wood products industry it is possible that employment may level off during the next few months (in addition to the usual seasonal slackness), one reason being that some softening could occur in foreign lumber markets as a result of recent government action in certain countries to cut down the rising level of housing construction.

House building in Canada will almost certainly establish a new record this year. By the end of October, the number of housing units started since the beginning of the year was almost 25 per cent higher than a year earlier. In addition, construction contracts awarded for non-residential work, which were relatively slow in picking up during the early part of this year, have in recent months been substantially in excess of year-earlier totals and the amount of construction work still in progress at the end of the season was considerably higher than last year. Employment, therefore, should also be higher.

In general, the employment effects of the economic upturn have spread steadily through the year and the current level of activity provides a firm base for further gains in 1956. As a result, the seasonal employment decline in the coming winter is not expected to be as large as in the past two years, barring exceptionally bad weather.

Collective Bargaining Review, 1955

LABOUR unity and the guaranteed annual wage issue were two of the outstanding developments in the field of labour relations during 1955. Higher wages and improved working conditions were provided by more collective agreements than during 1954. Work stoppages during 1955 showed no significant change over the preceding year, although time lost was slightly higher during the latter part of the year.

Labour Unity – At conventions in 1955, the Trades and Labour Congress of Canada and the Canadian Congress of Labour voted to merge their organizations. The founding convention of the amalgamated body, the Canadian Labour Congress, will be held at Toronto in April 1956.

The new Congress will bring together unions having a total membership of one million. Similar merger plans in the United States resulted, early in December, in the joining together of the 15 million members of the American Federation of Labour and the Congress of Industrial Organizations. Independent groups of labour unions will remain in both countries but for the first time in more than 15 years the greater part of the trade union movement will be joined in one central organization.

Union Membership and Workers Under Agreements – According to the Department's annual survey of union membership, there were 1,268,207 union members at January 1, 1955, compared with 1,267,911 a year before. The survey of workers under collective agreements shows that the number covered in 1954 (1,515,000) was practically the same as in 1953 (1,538,000).

Guaranteed Annual Wage – The first major settlements incorporating a modified form of the guaranteed annual wage were reached during 1955. Automobile producers in the United States were the first employers in America to incorporate such "layoff benefit" plans into their labour agreements. Among others reached during the year, two applied to employees of can manufacturers at both Canadian and American plants. In the latter part of 1955, a large agricultural implement producer and a brewery in Canada agreed to a modified guaranteed wage plan. The United Automobile Workers requested such a plan in their 1955 contract negotiations with General Motors of Canada.

Under plans negotiated in 1955, the employer pays a certain amount into a fund for each hour worked. Once a sufficient fund is built up, laid-off employees, under certain conditions, become eligible to receive compensation for a specified period which, if added to unemployment insurance benefits, would make up to 60 or 65 per cent of their regular pay.

Wage Increases – Improved economic conditions during 1955 were reflected in a greater number of contract settlements providing increases in wage rates. As in the past few years, increases of less than 10 cents an hour were most common.

Other benefits – Negotiations over non-wage items continued to play a major part in collective bargaining during the past year. Pensions,

health and welfare plans, paid vacations and statutory holidays accompanied union demands for wage increases in several industries. The application of the principle of seniority in promotions, layoffs and rehiring was also a bargaining issue in a number of negotiations, notably in the automobile and electrical apparatus manufacturing industries.

Duration of Agreements – The proportion of collective agreements effective for a period of more than one year continued to increase during the past year. Agreements for periods up to two years were reached in sectors of the automobile, aircraft, logging and sawmilling and other industries. One-year agreements remained the rule in the pulp and paper, chemical products, mining and many other industries.

Where the agreement was effective for a period of more than one year, provision was often made for a wage increase to become effective at the anniversary date of the agreement.

Work Stoppages – Only a small number of contract negotiations resulted in stoppages. Figures for the first 11 months of 1955 indicate that the totals for the year will be approximately the same as for 1954. During the first 11 months, 144 work stoppages were begun, affecting 56,223 workers, with a time-loss of 1,525,208 man-days. The work stoppages that accounted for most of the time lost occurred in the automotive, aircraft and metal fabricating industries.

Railways – Unions representing some 140,000 non-operating employees requested an 18-per-cent wage increase, a company-financed health and welfare plan and improved paid statutory holiday provisions. Late in November a request was made to the federal government to set up a board of conciliation without prior reference of the dispute to a conciliation officer. This was agreed to but at mid-December further discussions on procedure were in progress between the parties.

Mining – Settlements reached in the latter part of 1955 provide for the reduction of the work week from 48 to 44 hours without loss of take-home pay in gold and base metal mines in Northern Ontario and Quebec. At the end of the year bargaining over similar demands was in progress in several other mines in the same area.

Logging and Sawmills – Some 32,000 logging and sawmill workers were affected by an agreement reached in June between the International Woodworkers of America and operators on the coast of British Columbia. The two-year agreement will increase wage rates by a total of 10 cents per hour and the number of paid statutory holidays by two.

Automobiles – The United Automobile Workers negotiated with all three main automobile firms in Ontario during 1955. Late in January an agreement was reached between the union and the Ford Motor Co. of Canada, following a year of negotiations and a two-month strike. Under the terms of settlement, wages were increased by 4 cents per hour. One additional paid holiday for a total of seven, improved health and welfare benefits, seniority changes and a modified union shop were also granted.

Soon afterwards, the union reached an agreement along the same lines, but without the modified union shop, with the Chrysler Corporation of Canada. The five-year contracts of the union with General Motors of

Canada, Limited, ended in June. Union demands at General Motors included a modified form of guaranteed annual wage, wage adjustments, the union shop, seniority changes and several other contract changes. Negotiations failed to produce a settlement and a strike, which began at mid-September, was still in progress at the time of writing.

Aircraft and Parts – Wage increases ranging from 5 to 9 cents per hour and other benefits were provided in four two-year collective agreements covering the majority of aircraft workers. Contracts were negotiated by the International Association of Machinists for production workers at Avro Aircraft Limited and Orenda Engines, Limited, Malton, Ont., and at Canadair Limited, Montreal. Other agreements were reached, following work stoppages, between the United Automobile Workers and the Canadian Car and Foundry Co., Limited, Fort William, Ont., and de Havilland Aircraft of Canada, Limited, Downsview, Ont.

Other Industries – A wage increase of 5 per cent was provided in collective agreements reached throughout the pulp and paper industry both in Eastern and Western Canada. Two of the three main producers of primary steel negotiated agreements during the year. At the Steel Company of Canada at Hamilton, contract changes provided a wage increase of 7 cents per hour plus an increase of ½ cent between job classifications. At Algoma Steel Corporation, Limited, at Sault Ste. Marie, the base rate increases amounted to 5 cents and the job differential increment to 1 cent per hour.

Wage Rate Changes

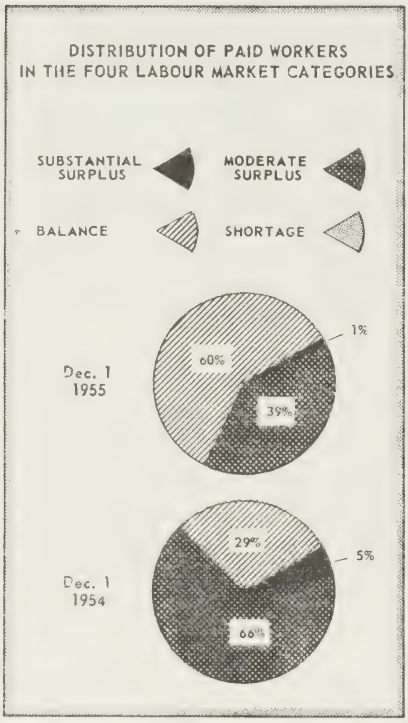
A survey of general wage changes in 1,000 establishments, conducted at October 1, 1955, shows that a slightly higher proportion of firms gave wage increases in the 12 months preceding this date than in the previous year. The proportion was much less, however, than in the year ended October 1, 1953. About 60 per cent of the wage increases granted were of 5 cents per hour or less.

Percentage Comparison of Establishments Granting General Wage Rate Changes

Wage Rate Changes in Cents per Hour	Oct. 1, 1952 to Sept. 30, 1953	Oct. 1, 1953 to Sept. 30, 1954	Oct. 1, 1954 to Sept. 30, 1955*
	(Per Cent of Establishments)		
General Decrease	(1)	1	(1)
No General Change	37	57	53
General Increase	63	42	47
Less than 5 cents	14	13	17
5 cents	9	9	11
5.1 – 9.9 cents	24	12	13
10 cents	3	3	2
10.1 – 14.9 cents	7	3	3
15 cents and over	6	2	1
Total	100	100	100

(1) Less than one-half of one per cent.
* Owing to a change in the method of computation, the proportion of establishments granting a wage change is slightly underestimated in 1955 compared with earlier years.

Manpower Situation in Local Areas



CHANGES in labour demand and supply were small during November despite early snow and cold weather across most regions. In all, 35 of the 109 areas surveyed were reclassified during the month. Of these, 32 moved from balance to moderate surplus; Central Vancouver Island moved from balance to substantial surplus and Chilliwack from moderate to substantial surplus. In Oshawa, the surplus was reduced slightly from substantial to moderate proportions. At the beginning of December, there were still 54 areas, representing 60 per cent of paid workers, in balance, compared with 32 areas representing 29 per cent of paid workers a year earlier.

Shifts in classification from balance to the moderate surplus category during November were fairly evenly distributed across the country; eight local areas in each of the Atlantic and Quebec regions, six each in the Prairie and Pacific regions and five in Ontario moved into surplus. Year-to-year improvements, on the other hand, were concentrated in the central provinces, where the manufacturing industries have shown a remarkable recovery from last year's slump. Ontario had 25 and Quebec eight areas still in balance at December 1 this year, compared with only 13 and one, respectively, a year earlier.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Dec. 1 1955	Dec. 1 1954	Dec. 1 1955	Dec. 1 1954	Dec. 1 1955	Dec. 1 1954	Dec. 1 1955	Dec. 1 1954
Metropolitan	–	1	5	8	6	2	–	–
Major Industrial	–	4	19	20	8	3	–	–
Major Agricultural	–	–	4	5	10	9	–	–
Minor	2	4	25	35	30	18	–	–
Total	2	9	53	68	54	32	–	–

*See inside back cover October *Labour Gazette*.

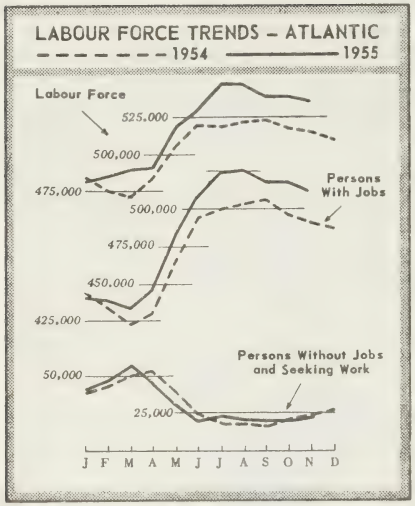
CLASSIFICATION OF LABOUR MARKET AREAS,

December 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ← Quebec – Lévis ← ST. JOHN'S ← Vancouver – New Westminster WINNIPEG ←	Edmonton Hamilton Montreal Ottawa – Hull Toronto Windsor	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000; 60 per cent or more in non-agricultural activity)		Brantford CORNER BROOK ← Cornwall Farnham – Granby HALIFAX ← Joliette LAC ST. JEAN ← Moncton New Glasgow NIAGARA PENINSULA ← → OSHAWA PETERBOROUGH ← ROUYN – VAL D'OR ← Saint John Shawinigan Falls SHERBROOKE ← Sydney Trois Rivières VICTORIA ←	Fort William – Port Arthur Guelph Kingston Kitchener London Sarnia Sudbury Timmins – Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000; 40 per cent or more in agriculture)		CHARLOTTETOWN ← CHATHAM ← LETHBRIDGE ← THETFORD – MEGANTIC – ST. GEORGES ←	Barrie Brandon Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)	CHILLIWACK ← CENTRAL VANCOUVER ISLAND ←	BATHURST ← BELLEVILLE – TRENTON ← BRACEBRIDGE ← Campbellton DAUPHIN ← Drummondville GASPE ← KAMLOOPS ← Lindsay MEDICINE HAT ← MONTMAGNY ← Newcastle OKANAGAN VALLEY ← PORTAGE LA PRAIRIE ← PRINCE GEORGE ← PRINCE RUPERT ← RIMOUSKI ← STE. AGATHE – ST. JEROME ← St. Stephen SUMMERSIDE ← TRURO ← Valleyfield Victoriaville WOODSTOCK, N.B. ← Yarmouth	Beauharnois Bridgewater Brampton Cranbrook Dawson Creek Drumheller Edmundston Fredericton Galt Goderich Grand Falls Kentville Lachute – Ste. Thérèse Listowel North Bay Owen Sound Pembroke Quebec North Shore Sault Ste. Marie Simcoe Sorel St. Hyacinthe St. Jean Stratford St. Thomas Swift Current Trail – Nelson Walkerton Weyburn Woodstock – Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates from which they moved.

ATLANTIC



IN the Atlantic region, total employment changed very little during November. Most outdoor activities continued to be unusually busy for the season, the sharpest year-to-year increase occurring in construction. This high level of building activity was reflected in NES registrations for construction work, which were 35 per cent fewer at the end of November than a year earlier. Some year-to-year improvement was also recorded in forestry, steel manufacturing, trade and the pulp and paper industry. At the end of the month, the demand for electricians, machinists, sheet metal workers and bricklayers was still strong. The total number of persons with jobs at November 19 was estimated at 512,000, a decline of 7,000 from October 22 but an increase of 21,000 from November 20, 1954.

Eight of the 21 areas in the region were reclassified during the month from balance to the moderate surplus category. At December 1, the area classification was as follows (last year's figures in brackets): in balance 5 (4); in moderate surplus 16 (13); in substantial surplus 0 (4).

Local Area Developments

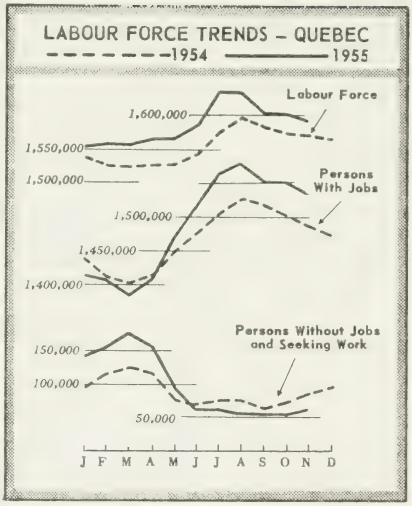
St. John's (metropolitan). Reclassified from Group 3 to Group 2. Most industries in this area are vulnerable to climatic conditions. As a result, unemployment increased sharply following the advent of winter weather. The building trades accounted for much of the increase in unemployment, though some of the larger contractors hired additional workers during the month. A surplus of loggers developed as contractors reached their cutting quotas. Total employment in the area continued to be higher than last year, the most notable improvement occurring in trade.

Corner Brook (major industrial). Reclassified from Group 3 to Group 2. Construction contractors at Harmon Field released a considerable number of men during November. The number of persons on the payroll fell to 970, compared with 1,800 at the same time last year.

Halifax (major industrial). Reclassified from Group 3 to Group 2. Employment levels changed very little in this area. Scattered layoffs in construction reduced total employment sufficiently to warrant reclassification of the area to the moderate surplus category although the labour market was still near the balanced category. The shipyards were very busy during the month because of additional repair work; marine electricians, engine fitters, sheet metal workers and pipe fitters were in strong demand.

Charlottetown (major agricultural). Reclassified from Group 3 to Group 2.

Bathurst, Summerside, Truro and **Woodstock** (minor). Reclassified from Group 3 to Group 2.



LABOUR requirements decreased seasonally in Quebec during November. Engineers, skilled machinists and other metalworkers were required in manufacturing firms but the demand for workers in most industries and particularly in construction was affected by the colder weather. Several clothing establishments were laying off workers as production of fall and winter lines was completed. The peak in logging employment was reached during the month. The number of persons with jobs in the region was estimated at 1,532,000 at November 19, which was 18,000 fewer than a month earlier but 43,000 more than at November 20, 1954.

The year-to-year increase in employment in the major industry groups was largest in communications, followed closely by construction and forestry. Shipbuilding employment at October 1 was 22 per cent lower than a year before, while in chemicals and leather products it was 3 and 1 per cent lower respectively. All other manufacturing industries indicated a year-to-year gain. The iron and steel industries, which were operating well below capacity last year, showed a year-to-year increase of 4 per cent at the same date.

The seasonal decline in employment in November resulted in the reclassification of eight areas from balance to the moderate surplus category during the month. However, a much improved employment situation, compared with last year, is reflected in classification of the 24 areas in the region at December 1 (last year's figures in brackets): in balance 8 (1); in moderate surplus 16 (21); in substantial surplus 0 (2).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Metalworking firms were working at close to capacity with the exception of a number of plants forced to lay off workers because of a scarcity of steel. Some seasonal layoffs occurred in clothing firms. A shortage of cabinet makers and upholsterers reflected the continuing high levels of production in the furniture industry.

Quebec-Lévis (metropolitan). Remained in Group 2. Seasonal activity was sustained in construction and water transport; forestry workers were scarce. Workers laid off because of the fire at the Davie Shipbuilding and Repair Company Ltd. were not yet rehired; reconstruction will be necessary before capacity production is resumed.

Lac St. Jean (major industrial). Reclassified from Group 3 to Group 2. Cutting operations were being completed in the logging industry and employment was declining seasonally. At the same time fewer jobs than

expected had opened on the St. Félicien-Chibougamau railway line project because of delays in construction of the camps.

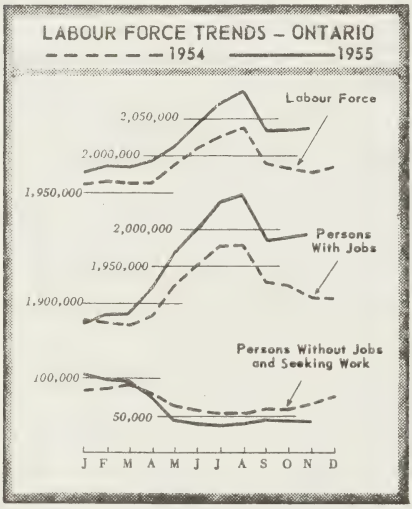
Rouyn-Val d'Or (major industrial). Reclassified from Group 3 to Group 2. Usual seasonal declines occurred in construction, transport and sawmills.

Sherbrooke (major industrial). Reclassified from Group 3 to Group 2. Seasonal layoffs were noticeable in construction and trucking. Textile industries continued to show more activity than in 1954, although a number of knit goods plants were operating on a short-time basis.

Thetford-Megantic-St. Georges (major agricultural). Reclassified from Group 3 to Group 2.

Gaspé, Montmagny, Rimouski, Ste. Agathe-St. Jérôme (minor). Reclassified from Group 3 to Group 2.

ONTARIO



EMPLOYMENT in Ontario remained unusually high during November. The number of persons with jobs at November 19 was estimated at 1,993,000, almost unchanged from October and about 83,000 higher than a year earlier. Unemployment also changed little during the month and continued to be well below last year's level.

The manufacturing industries, particularly iron and steel, automobiles, radio and television, chemicals, wood products and textiles, showed the greatest employment gains over the past year. Shortages of engineers, draftsmen, machinists, tool and die makers and other skilled metal tradesmen continued in most of the heavy manufacturing centers. There was some easing in the demand for labour during November as agriculture, construction and other outdoor activities were gradually cut back but employment in construction was still well above last year's. The demand for women workers increased in some areas during the month with the beginning of tobacco processing and additional hiring for the Christmas retail trade.

Five areas moved from the balanced to the moderate labour surplus category during the month. Oshawa, on the other hand, was reclassified from substantial to moderate surplus, though General Motors workers were still on strike. At December 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in balance 25 (13); in moderate surplus 9 (19); in substantial surplus 0 (2).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Heavy industry in the area was operating at capacity with demand still exceeding supply. Engineers,

draftsmen, machinists, tool and die makers and other machine shop workers were still in short supply.

Ottawa-Hull (metropolitan). Remained in Group 3. The construction industry was still busy but cold weather during November had some adverse effect. Hiring of sales personnel accelerated with the opening of new stores and increased demand for the Christmas trade.

Toronto (metropolitan). Remained in Group 3. Most heavy manufacturing industries were operating at capacity. There was some seasonal slackening in the ladies' clothing and other consumer goods industries as Christmas production neared completion. The demand for unskilled factory workers eased but the shortage of engineers, draftsmen, and electronic technicians continued. Construction activity was strong.

Windsor (metropolitan). Remained in Group 3. Some seasonal reduction occurred in agricultural and construction employment during the month. The strike at General Motors affected some of the automobile supplier plants but Ford and Chrysler were in full production and all other manufacturing industries in the area were busy. Tool and die makers, engineers, and machine and tool designers were in short supply.

Niagara Pensinsula (major industrial). Reclassified from Group 3 to Group 2. The strike at McKinnon Industries caused layoffs in some of the feeder plants. Seasonal employment reductions in the tourist industry, quarrying and fruit and vegetable canning continued. Construction was above normal for the season.

Oshawa (major industrial). Reclassified from Group 1 to Group 2. Many of the General Motors suppliers were maintaining production by stockpiling parts. Retail trade was holding up well.

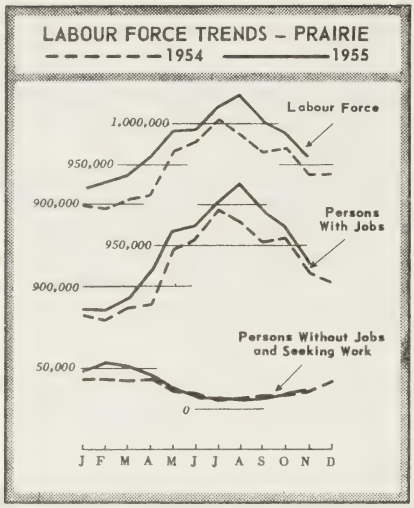
Peterborough (major industrial). Reclassified from Group 3 to Group 2. Gradual reduction was occurring in seasonal activities. Manufacturing of electrical apparatus was still slow.

Chatham (major agricultural). Reclassified from Group 3 to Group 2. Strike of office workers at the International Harvester plant resulted in layoffs of production workers.

Belleville – Trenton and Bracebridge (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

FARM employment in the Prairie region continued to decline during November, approaching the trough, which is usually reached in February. Employment reductions in agriculture were substantially greater since mid-summer of this year than during the comparable periods in 1954 and 1953. Early completion of the grain harvest was largely responsible for this development but smaller farm cash income was also a factor. Heavy snow storms and cold weather temporarily halted work on a number of construction projects during November but total non-farm employment showed very little change. Industries such as mining, lumber products, newsprint manufacturing, clothing, trade and service continued to be very active. A fairly sharp increase in employment occurred in coal



mining during the month. The total number of persons with jobs at November 19 was estimated at 935,000, a decline of 37,000 from October 22 but an increase of 22,000 from November 20, 1954.

Six labour market areas were reclassified during the month from balance to the moderate surplus category. At December 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in balance 14 (12); in moderate surplus 6 (8).

Local Area Developments

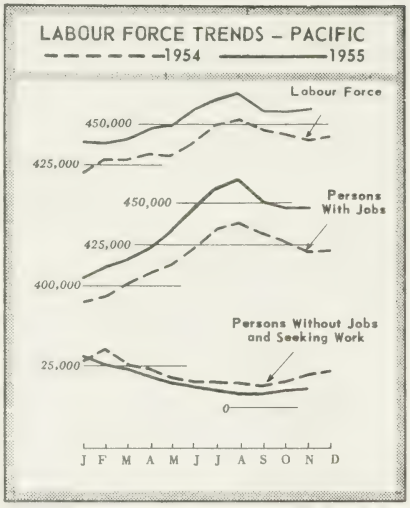
Calgary (metropolitan). Reclassified from Group 3 to Group 2. Agriculture, construction and some sections of the service industry recorded seasonal reductions in employment. Broken-time employment was common in the construction industry because of sub-zero weather and heavy snow storms but layoffs were relatively few. Work was held up on some of the larger building projects during the month because of steel shortages. Total employment in construction continued at a very high level during November; estimates based on a recent survey show that 8,300 workers were employed in the industry. Manufacturing employment changed very little, remaining at a notably higher level than a year earlier. Meatpacking plants and the railway shops accounted for much of the year-to-year increase and showed some improvement during the month.

Edmonton (metropolitan). Remained in Group 3. All major industries remained buoyant in this area during November. Some seasonal activities were becoming slack though there was evidence that the total decline was unsually small. Prospecting, metal and fuel mining and lumbering absorbed a considerable number of job seekers. On the other hand, agricultural employment continued to decrease. At the beginning of October, total industrial employment was about 6 per cent higher than at the same time in 1954.

Winnipeg (metropolitan). Reclassified from Group 3 to Group 2. Production and employment were maintained near capacity levels in manufacturing. Trade establishments became busier, additional help being hired for the Christmas trade. The increase in unemployment was almost entirely confined to the primary industries.

Lethbridge (major agricultural). Reclassified from Group 3 to Group 2.

Dauphin, Medicine Hat and **Portage La Prairie** (minor). Reclassified from Group 3 to Group 2.



EMPLOYMENT in the Pacific region during the first half of November was adversely affected by unfavourable weather and an industrial dispute in logging and lumbering but recovered in the second half to October levels. In the week ended November 19, an estimated 447,000 persons had jobs, the same number as in October but 27,000 more than in November 1954.

Logging and lumbering, severely curtailed in most areas in November, had not yet resumed normal operations at the end of the month. Manufacturing employment remained stable although hirings decreased. The construction industry was still active on large projects but many workers were released when smaller jobs were completed or closed down for the winter. The mining industry was busier than in October. Retail sales continued to be considerably higher this year than last.

Seven labour market areas were reclassified during the month – five from balance to the moderate labour surplus category, one from balance to the substantial surplus category, and one from moderate labour surplus to substantial labour surplus. At December 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in balance 2 (2); in moderate surplus 6 (7); in substantial surplus 2 (1).

Local Area Developments

Vancouver – New Westminster (metropolitan). Remained in Group 2. Logging was restricted by bad roads and snow and lumber production was somewhat reduced. Manufacturing activity decreased, especially in seasonal industries; hirings were fewer than in October but more numerous than a year earlier. Although construction declined, the level of employment was still high and the outlook for the winter was reported favourable.

Victoria (major industrial). Reclassified from Group 3 to Group 2. A record cold snap brought logging almost to a standstill but operations were being resumed late in the month. Lumber production was high, except for a temporary slowdown because of cold weather. Machine shops and shipyards were busy. Construction was sharply reduced because of weather conditions and layoffs were general.

Chilliwack (minor). Reclassified from Group 2 to Group 1.

Central Vancouver Island (minor). Reclassified from Group 3 to Group 1.

Kamloops, Okanagan Valley, Prince George, Prince Rupert. (minor). Reclassified from Group 3 to Group 2.

Current Labour Statistics

(Latest available statistics as of December 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Nov. 19	5,581,000	− 0.7	+ 2.6
Persons with jobs	Nov. 19	5,419,000	− 1.1	+ 3.8
At work 35 hours or more	Nov. 19	4,889,000	− 2.5	+ 2.6
At work less than 35 hours	Nov. 19	381,000	+14.8	+ 9.5
On short time	Nov. 19	33,000	+32.0	−17.5
Usually work less than 35 hours	Nov. 19	232,000	+ 6.4	+11.5
Other reasons	Nov. 19	116,000	+30.3	+16.0
With jobs but not at work	Nov. 19	149,000	+13.7	+35.5
Laid off full week	Nov. 19	12,000	−	+ 9.1
Other reasons	Nov. 19	137,000	+12.3	+38.4
Paid workers	Nov. 19	4,251,000	− 0.7	+ 6.6
In agriculture	Nov. 19	83,000	−12.6	−25.9
Non-agricultural	Nov. 19	4,168,000	− 0.4	+ 7.5
Persons without jobs and seeking work	Nov. 19	162,000	+14.1	−24.7
Registered for work, NES (b)				
Atlantic	Nov. 17	27,196	+21.2	−13.4
Quebec	Nov. 17	64,188	+14.5	−24.8
Ontario	Nov. 17	68,047	− 1.9	−36.7
Prairie	Nov. 17	36,144	+45.9	− 8.1
Pacific	Nov. 17	32,848	+63.7	− 6.3
Total, all regions	Nov. 17	228,423	+18.5	−23.5
Claimants for Unemployment Insurance benefits *	Nov. 1	163,100	+25.2	−31.0
Amount of benefit payments	October	$7,535,340	− 7.9	−36.0
Industrial employment (1949=100)	Oct. 1	118.3	0.0	+ 4.3
Manufacturing employment (1949=100)	Oct. 1	113.2	− 0.7	+ 4.7
Immigration	1st. 9 mos.	86,607	−	−31.7(c)
ndustrial Relations				
Strikes and lockouts—days lost	November	379,200	−	+23.6(c)
No. of workers involved	November	21,296	−	− 9.3(c)
No. of strikes	November	24	−	−14.3(c)
Earnings and Income				
Average weekly wages and salaries	Oct. 1	$61.46	+ 0.6	+ 3.7
Average hourly earnings (mfg.)	Oct. 1	$ 1.45	+ 0.7	+ 3.7
Average hours worked per week (mfg.)	Oct. 1	41.5	+ 0.7	+ 0.5
Average weekly earnings (mfg.)	Oct. 1	$60.09	+ 1.4	+ 4.1
Consumer price index (av. 1949=100)	Nov. 1	116.9	0.0	+ 0.1
Real weekly earnings (mfg. av. 1949=100)	Oct. 1	123.3	+ 1.3	+ 4.1
Total labour income $000,000	September	1,125	+ 1.5	+ 8.4
Industrial Production				
Total (average 1935-39=100)	September	281.4	+ 3.8	+10.9
Manufacturing	September	284.6	+ 3.6	+11.1
Durables	September	337.6	+ 4.9	+15.9
Non-Durables	September	250.6	+ 2.4	+ 7.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Includes ordinary, short-time and temporary lay-off claimants. These figures are comparable with month and year earlier figures.

Notes of Current Interest

Budget Deficit May Be One-Third below Forecast

Canada's budget deficit on this year's operations will likely be about one-third less than he had predicted last spring, the Hon. Walter Harris, Minister of Finance, forecast in a speech in New York last month. Expenditures will be about 5 per cent higher than predicted.

.The principal economic event of the past two years in Canada, he said, was the recession of 1953-54 and the extraordinarily rapid recovery during the past 12 months. The Minister outlined the policy followed by the Government to meet the recession.

"Our recovery from the pause of 1953-54 has been very rapid but appears to be soundly based," Mr. Harris continued. "Employment is expanding to new levels. In the past three months the number of persons without jobs and seeking work has been less than 2½ per cent of the total civilian labour force.

Employment Opportunities

"Employment opportunities have grown continually faster in 1955 than the labour force. Our labour force during the past year increased by 170,000, or about 3 per cent, but the number employed is up more than 200,000, or nearly 4 per cent.

"This large decline in the number of unemployed in a period of greater-than-normal growth in the labour force is evidence of the exceptionally high rate of activity in Canada this year," he stated.

The Finance Minister then reported on expansion in investment, exports and imports, and residential construction. Exports of wheat and wheat flour were "very slightly" down from last year, a small increase in the value of wheat exports being a little more than offset by the decline in flour exports.

"The problem of the Canadian wheat producer will only be solved with the removal of the high artificial barriers that now restrict, directly and indirectly, our access to the world wheat market," Mr. Harris said.

On world trade, the Minister said: "While we welcome our close economic ties with the United States, we are convinced that our interests cannot be limited to North America. We live by world trade, and that is why we have devoted so much effort and money to helping to restore the fabric of a multilateral and friendly trading world."

Looking into the future, Mr. Harris said:—

"It is becoming common-place in Canada to think in terms of a population of 25 million in the not very distant future. The addition of 10 million more Canadians to our present population of 15 million offers prospects of a market large enough to support a greatly increased number and variety of industries, operating at high levels of technical efficiency. And the further prospect of having next door to us possibly 50 million more Americans, with steadily rising standards of living, is an irresistible long term bullish factor."

CCA President Foresees Big Construction Year

"Present indications are that 1956 should be another $5 billion-plus year for the construction industry of Canada," W. G. Malcom of Winnipeg, President of the Canadian Construction Association, said at a joint luncheon meeting of the Hamilton Construction Association and members of the CCA Management Committee.

"This will mean average job-site employment in Canada for over 500,000 people, plus an even greater number employed in the manufacture, transportation and selling of construction materials and equipment. Nearly one out of every five dollars spent on end goods and services will be spent on construction," Mr. Malcom added.

Referring to the Trans-Canada Highway, Mr. Malcom commended highly the Government's offer to increase its contributions by $15 millions a year for the next four years on the condition that the provinces participating would complete their sections of the highway by 1960. Mr. Malcom said that this was a further step in the right direction towards a continuing federal participation in our national roads program.

Government Employees Compensation Act

The Government Employees Compensation Act in October covered 142,724 classified civil servants, 27,276 prevailing rates employees, 2,369 members of ships' crews, 14,785 casual and other workers and 21,000 employees of Crown corporations and other Crown agencies.

64736—2

Quebec Liberals Call for Contributory Health Plan

A resolution calling for a contributory health insurance plan was adopted last month by the newly-formed Quebec Liberal Federation. The resolution was passed unanimously.

It proposed that the health insurance plan be in line with the recommendations of the Quebec Hospital Council.

Another resolution proposed that the Quebec Labour Relations Board be overhauled to permit union and management groups to name their own representatives to the board.

Health Insurance System Sought by N.Y. State CIO

A comprehensive state health insurance system has been urged by the New York State Congress of Industrial Organizations. The proposal was put forward recently as part of the group's 1956 legislative program.

The proposed health insurance plan would provide prepaid medical care for all New Yorkers, with the basic cost being met through an employer-employee payroll tax.

The labour body's program also gave a prominent place to measures for liberalizing unemployment insurance, workmen's compensation and disability benefit provisions.

Nine Provinces Approve Health Insurance Agenda

The Hon. Paul Martin, Minister of National Health and Welfare, announced last month that the agenda for the forthcoming inter-governmental meeting of Ministers on the subject of health insurance had been approved by nine of the ten provincial governments.

An acknowledgment of the agenda had been received from the remaining province and the federal Health Minister hoped that an indication would soon be received from the Minister of that province to the effect that the agenda met with the approval of his Government.

"Now that it is clear that the provinces generally are agreed on the items to be discussed," Mr. Martin said, "no time will be lost in arranging a meeting at a time suitable to all concerned. I am now communicating with the provinces for the purpose of reaching agreement on an early date for the meeting."

The proposed meeting will provide for a resumption of the talks on health insurance initiated at the recent federal-provincial conference. The Inter-governmental Committee of Ministers of Health and Finance was set up to explore various alternative approaches to the problem.

In announcing approval of the agenda, Mr. Martin said he hoped that the next meeting, which would probably last for several days, could be held not later than the month of January.

Farm Implement Company Grants Wage Guarantee

A guaranteed annual wage plan was won last month by the United Auto Workers for 5,000 employees of Massey-Harris-Ferguson Ltd. It will be two years, however, before laid-off workers in the company's plants at Toronto, Woodstock and Brantford can draw benefits from the plan.

The plan is fundamentally the same as that negotiated by the UAW with the Ford Motor Co. in the United States earlier this year (L.G., July, p. 811).

Massey-Harris-Ferguson will begin payments into a fund next September. First payments from the fund won't be made until September 1957.

This is the first guaranteed wage plan negotiated in Canada. Negotiations that resulted in the granting of a wage guarantee to Canadian employees of two can companies (L.G., Sept., p. 1022) were carried on in the United States.

"Guaranteed Wage Plans Will Not Spread Widely"

Supplemental unemployment benefit plans of the Ford type* will not have a widespread growth in the next five years and whatever effect they have on the economy will be beneficial, according to Prof. Sumner H. Slichter of Harvard University.

Speaking before the National Industrial Conference Board last month, he re-affirmed his support of higher unemployment insurance benefits, whether provided under private company plans or state jobless benefit systems.

In answer to criticisms against supplemental unemployment benefit plans, Prof. Slichter stressed that (1) such plans are not likely to concentrate production and employment in large concerns because the ability to finance such plans is not a question of the size of the company; (2) there is no basis for the fear that employees

*The United Auto Workers has gained SUB plans in 54 per cent of its settlements since the Ford pact.

covered by the plans will prefer idleness to work; and (3) company layoff plans together with higher state unemployment insurance benefits will not hamper industrial expansion but will encourage it by bolstering consumer markets in recession periods.

Layoff benefit plans will not enjoy the popularity of negotiated pensions, he believes, because so large a proportion of workers in manufacturing industries already have job protection through seniority provisions and because such protective programs as disability insurance and severance pay have more appeal to medium- and long-service employees.

NAM Endorses Alternate To Ford-Type GAW Plan

The National Association of Manufacturers, in a significant tactical shift in its attitude towards company-financial supplemental unemployment insurance plans, last month endorsed the "individual income security plan" that is embodied in agreements between the United Glass and Ceramic Workers (CIO) and the two biggest glass manufacturers in the United States, Pittsburgh Plate Glass and Libby-Owens-Ford.

The Association expressed confidence that the plan would satisfy labour's need for greater economic security in a manner "consistent with our American economic system". And it made it plain that there had been no change in its opposition to the kind of plan agreed to by Ford, General Motors and other automobile companies.

The NAM proposed that employers establish what amounts to individual savings accounts for each worker that could be drawn on in periods of layoff or sickness. The money would come from the company but each account would be earmarked for a particular worker and would belong to him if he left the company for any reason.

Two Differences

Two differences between the Ford-type plan and the individual income security plan, the NAM pointed out, were: the auto industry plan was based on a pooled fund whereas the new plan entailed a fund for each worker, one that was his own property; and Ford benefits would be paid only to workers eligible for state unemployment benefits whereas the NAM-endorsed plan had nothing to do with state payments.

Writing in *The Guardian,* published by Windsor, Ont., locals of the United Auto Workers, George Burt, UAW's Canadian Director, strongly criticized the NAM-sponsored plan. He said it "violates the insurance principle upon which the UAW's plan is built" and "blocks off all incentive on the part of the company to get unemployment insurance benefits increased."

"Higher Production Must Go with Shorter Hours"

If the shorter work week is to become part of our industrial pattern it must be accompanied by increased man-hour production if the economic balance is to be maintained, said L. A. Forsyth, President of Dominion Steel and Coal Co., in an address last month to the Canadian Club of Toronto.

The guaranteed annual wage, he continued, cannot be attained otherwise than in a misleading and deceptive pretence of accomplishment unless it goes hand in hand with continuous and uninterrupted production.

Against the shorter work week and the guaranteed annual wage, industry, he asserted, must have an assurance of maximum productive effort and guaranteed continuity of operation.

Two Stipulations

In connection with the foregoing Mr. Forsyth made two stipulations. First, he said, our trade union leaders must recognize their obligation to obtain from their membership the utmost industry and application to the job if they expect to receive top payment for it. Secondly, he insisted that in an economy of minimum hours and guaranteed security of remuneration there is and can be no place for strikes or other wasteful and uneconomic work stoppages.

Mr. Forsyth said that he did not believe that the combined intelligence of labour leadership and industrial management was unable to provide a substitute for the strike as the ultimate recourse in labour disputes. Surely no reasonable excuse can possibly exist, he said, for perpetuating a system which relies, in the last resort, for the solution of every disagreement upon a test of the economic strength of each of the opposing forces.

A philosophy of co-existence in which one party insists upon taking and is unwilling to give is one which, sooner or later, will come into head-on collision with the fundamental law of life that every privilege creates an obligation, and that those who wish to take must also give. Mr. Forsyth said that he believed these propositions to be the foundation upon which alone an orderly society can exist.

64736—2½

5 States Allow Payment Of Jobless Benefit, GAW

The Attorney-General and the Industrial Commissioner of New York state have both expressed the belief that New York law permits the payment of both state unemployment insurance benefits and jobless benefits under company-financed supplemental unemployment plans.

But the N.Y. Commerce and Industry Association has objected to the proposed integration of private and public unemployment insurance payments. The group maintained that it was contrary to the basic aims of the state jobless insurance system to permit simultaneous benefits and added that, if integration were to be allowed, safeguards should be adopted to protect the unemployment insurance fund and prevent the undermining of eligibility standards.

The Attorney-General of Michigan, Massachusetts, Connecticut and New Jersey previously issued rulings upholding the legality of joint payments. The United Auto Workers announced last month that 65 per cent of Ford and General Motors workers and about two-thirds of Chrysler employees are in the five states where favourable rulings have been made.

In Ohio, however, voters rejected a bill that would have amended the state's unemployment insurance law to permit simultaneous payments.

CIO Officer Explains Fear Of Labour on Automation

"Although academic students of the social impact of automation speak about the raising of required skills in the long run, a major problem for the existing labour force is the possibility of attempts to dilute skills, downgrade job classifications and cut wages," said James B. Carey, CIO Secretary-Treasurer, when he appeared before the United States Congress Joint Economic Committee studying the impact of automation (L.G., Nov., p. 1237).

"The union will do all in its power to prevent such downgrading and wage cuts," he added.

Another Union View

Another trade unionist, Joseph Beirne, President of the Communications Workers of America (CIO), said "the tragedy of the mature worker whose skill area suddenly disintegrates and who is incorrectly retrained is profound".

Mr. Beirne cited figures to show that of 32 Michigan telephone exchanges where a dial system was introduced, employment dropped to 19 per cent of its former level. Of the workers no longer employed, he said, only one-third were transferred or pensioned; the remainder were laid off.

For industry in general, he forecast an employment drop of 2 per cent per year "unless automation is accompanied by literally fabulous increases in utilization of the fruits of production".

A rebuttal came from Clifton W. Phalen, President of the Michigen Bell Telephone Co., who cited a 4-per-cent increase in Bell System telephone operator employment in the first eight months this year. "We are convinced that our business will continue to be operated by very large numbers of employees," he added.

Another Management View

Another management spokesman, President Ralph Cordiner of General Electric, estimated that his company spends almost $40 million a year in training and retraining employees. "We try to plan any substantial technological changes in such a way that normal attrition of our work force will absorb the shift in employment," he said.

Mr. Cordiner felt that normal turnover had not been adequately recognized in the hearings. He pointed out that his company in the past year had hired 40,000 replacement workers and also shifted some 33,000 others because of promotions, technological changes and normal internal shifts due to lack of work in some areas.

"It is seldom that a person is put out of work by an improvement," he told the Committee.

Britain Intends to Double Colombo Plan Assistance

At the recent meeting of the consultative committee of the Colombo Plan, Britain announced she would more than double her contribution in technical assistance to Plan members.

Britain previously had pledged $7,840,000 for a six-year technical aid program for the countries of South and Southeast Asia who are participants in the Plan. At the meeting, Lord Reading, the British representative, said Britain was planning to spend $19,600,000 for such technical aid in the period beginning in April 1956.

Since 1950, the Colombo Plan countries have exchanged 392 experts and provided training facilities for 2,676 students from Asian countries, it was reported last month by the Council of Technical Co-operation of the Colombo Plan.

In the same period, the United Nations provided 2,373 experts and 1,458 fellowships for training.

Warns of Shortage of Well-Trained Personnel

The danger that a shortage of trained, competent and imaginative men and women to plan and direct Canada's growing economy may retard the country's progress in the future is foreseen by Rhys M. Sale, President of the Ford Motor Co. of Canada.

In a speech at a luncheon meeting of the Canadian Club in Toronto last month, Mr. Sale said "the lack of competent people is by no means confined to the scientific and engineering groups. There is an urgent need, as well, for accountants, salesmen, training specialists, administrators, professional men of all kinds, and highly skilled tradesmen. The acute shortage of leadership material is apparent in every phase of national life. Our country is too dependent now on men of my generation, or older, who will be stepping out of harness in a few years."

Mr. Sale emphasized the need for greater recognition to be given to youth on the part of those holding the reins of power in business. The idea that the mantle of age is a primary requisite for high office "is as stupid as the theory that seniority should carry more weight than ability in promotions within a plant," he said.

Besides greater recognition to youth the Ford Co. President mentioned three other ways by which the situation might be remedied: an immediate enlargement of the physical plant of the educational system, higher standards of quality in the output of graduates, and more intensive and effective programs of training within industry and business.

Colombo Plan Aid to India: $77 Million

Canadian assistance to India under the Colombo Plan for India's Five Year Plan comes to approximately $77 million, it is reported by the Information Service of India. Assistance has been provided both in commodities for sale and equipment for projects in the Five Year Plan.

In the first two years of the Plan, the assistance consisted mainly of commodities like wheat and raw materials. An amount of $15 million was utilized on the Mayurakshi Project. In addition, the Project is being directly assisted by electrical equipment from Canada in addition to $3,000,000 set aside for this purpose. The Dam was recently opened by the Hon. Lester B. Pearson, Canada's Minister for External Affairs.

Out of the 1951-52 allocation $4·5 million was utilized for the supply of vehicles to the Bombay State Road Transport Corporation.

Direct assistance has also been provided by Canada for the rehabilitation program of the Indian Railways. Fifty-six locomotive boilers have already been supplied at an approximate cost of $2·2 million. Furthermore, 120 locomotives are being supplied to the Railways at an estimated expenditure of $21 million. The entire supply is expected to be completed by June 1956.

A sum of $5,000,000 was set apart from the 1952-53 allocation to be utilized for the supply of raw copper and aluminium bars for the cable and wire industry in India. In addition the Umtru Hydro-electric Project in Assam State is receiving capital assistance from Canada. Electric equipment is being supplied directly from Canada at an estimated expenditure of $1·2 million.

Canada will also supply soon small diesel generating sets at an estimated cost of $3,000,000 for the rural electrification program in different states.

One of the most outstanding Canadian contributions during 1955-56 will be the supply of an atomic reactor of NRX type, estimated to cost about $7,000,000. With this an atomic research centre will be established in Bombay for carrying on research on the peaceful uses of atomic energy.

U.S. Railways Employ Fewer Than in 1946

Employees of Class I railways in the United States numbered 1,064,705 in 1954, according to a recent statistical summary released by the Association of American Railroads covering the calendar years 1946 to 1954 inclusive. In 1946 they numbered 1,358,838.

The decline in United States railway employment has been almost constant over the past nine years. The number of employees in 1947 was 1,351,961; in 1948, 1,326,906; in 1949, 1,191,444; in 1950, 1,220,784; in 1951, 1,276,000; in 1952, 1,226,663; and in 1953, 1,206,312.

The average yearly earning per employee in 1954 was $4,560.04 compared with $3,068.92 in 1946. The average straight-time hourly rate in 1954 was $1.94 compared with $1.12 in 1946. The straight-time hourly earnings averaged $2.05 in 1954 and $1.16 in 1946.

The average number of hours worked during the year per employee was 2,318·3 hours in 1954 compared with 2,673·9 hours in 1946.

Railways' Revenues Rise Almost Threefold in Year

Net operating revenues of Canada's principal railway systems jumped to $18,485,996 in August from $6,628,790 in the corresponding month last year, the Dominion Bureau of Statistics has reported.

Operating revenues rose 16·9 per cent to $108,258,549 from $92,630,521, most of the gain being accounted for by an increase of $14,000,000 in freight revenues. Operating expenses showed a smaller rise of 4·4 per cent to $89,772,553 from $86,001,731.

Employees increased to 190,986 from 190,442 in August 1954 and their earnings to $57,225,001 from $55,316,555.

Plumbers' President, Martin Durkin Dies

Martin Patrick Durkin, President of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (AFL), died November 13 in Washington, D.C., after a long illness at the age of 61 years. He was a former United States Secretary of Labor.

The Eisenhower Administration's first Secretary of Labor, Mr. Durkin served for less than a year in that position. He resigned in September 1953, protesting that the White House had backed down on an agreement to send to Congress several proposed amendments to the Taft-Hartley Act.

James P. Mitchell, present United States Secretary of Labor, called Mr. Durkin a great American who served labour, his state and nation with devotion and distinction and had earned the undying affection, admiration and gratitude of his fellow men.

Mr. Durkin was the first trade union man named as Secretary of Labor in 20 years.

Born in Chicago in 1894, Mr. Durkin was the first of eight children. At the age of 14, he left school to help support his family. At 17 he entered the steamfitting business. He became a steamfitters' helper and, after a six-year apprenticeship, received his union card as a full-fledged journeyman.

Headed Illinois Labor Dept.

In 1921, two years after returning from France with the Army, Mr. Durkin became business agent of the Steamfitters' big local 597. Later he was chosen to head the State of Illinois Labor Department. During his eight years in this post, he successfully pushed through legislation setting up unemployment service and a state conciliation and mediation service.

In 1941 Mr. Durkin became Secretary-Treasurer of his union. In 1943 he was elected to the union presidency.

Led Teamsters 45 Years, Daniel J. Tobin Dies

Daniel J. Tobin, President Emeritus of the International Brotherhood of Teamsters (AFL), who headed that organization for 45 years, died on November 14 at Indianapolis, Indiana. He was 83 years of age.

For more than three decades Mr. Tobin was an officer of the American Federation of Labor. He served as AFL Treasurer for 11 years, resigning in 1928. Since 1933 he was an AFL Vice-president. He was the AFL's Third Vice-president at the time of his death.

Born in Ireland

Born in County Clare, Ireland, Mr. Tobin emigrated to Massachusetts at the age of 14. He worked as a conductor of horse-drawn streetcars, in a sheet metal factory and then as a teamster receiving $11 for a work-week of 60 to 70 hours.

In 1896 Mr. Tobin joined the drivers' union and helped to organize the Teamsters in Boston. In 1904 he became business agent of a Teamsters' local. In 1907 he was elected to the union presidency and continued in that position until his retirement in 1952.

Mr. Tobin as President of the Teamsters laid down the policy that no local union could remain in affiliation unless it scrupulously observed its contract with employers. At the same time, he insisted that employers also faithfully carry out the terms of their agreements with the union. He maintained that any success the international union had had could be attributed mainly to this policy.

Mr. Tobin was a delegate in 1918 to the International Federation of Trade Unions and he served as the AFL's fraternal delegate to the British Trade Union Congress in 1911, 1938 and 1942.

Extend R. J. Tallon's Term As Commissioner on UIC

The term of R. J. Tallon as Commissioner of the Unemployment Insurance Commission has been extended to December 31, 1956. Mr. Tallon was a Vice-president of the Trades and Labour Congress of Canada from 1926 until 1935 and TLC Secretary-Treasurer from 1935 until 1940, the year in which he was appointed to the UIC as labour's representative on the three-man Commission.

Organization Director For AFL-CIO Appointed

John L. Livingstone, Vice-president of the United Auto Workers (CIO), will be Director of Organization for the AFL-CIO, it was decided at a meeting at the beginning of November of the top officials of the AFL and CIO, their last before the merger convention in early December.

George T. Brown, assistant to AFL President George Meany, will be Director of International Affairs.

The meeting agreed on directors for 22 regional posts throughout the United States. Thirteen will come from the AFL and nine from the CIO.

Officials Are Named for New Canadian Congress

The officials who will head departments in the Canadian Labour Congress to be formed from the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour next April were appointed last month. One new department will be established, it was announced after a meeting of the unity committee.

Director of Organization will be Joe MacKenzie, who has held that position in the CCL for the past two years.

Max Swerdlow, at present Director of Organization and Education for the TLC, will become Director of Education in the new Congress.

Leslie E. Wismer, now TLC Director of Public Relations and Research, will head the new Department of Legislative Activities, which will deal with the preparation of submissions to government and similar work.

A Department of International Affairs will also be established but no director has been named. The CCL has such a department; the TLC has not. The CCL's department has been without a director since the resignation last summer of Martin Levinson.

Other Directors

Other directors will be:—

Research, Dr. Eugene Forsey, now Director of Research for the CCL.

Public Relations, Jack Williams, who now holds that position with the CCL.

Political Education, Henry Weisbach, now CCL Director of Political Action.

Provincial Federations and Labour Councils, Tom Ward, now Director of Political Information for the TLC.

The new Congress will have two executive secretaries: Arthur E. Hemming and Norman S. Dowd, who now hold those posts with the TLC and CCL respectively.

It was also announced that the monthly magazines of the two Congresses will be consolidated and called *Canadian Labour,* the first issue of which will make its appearance in April. Editor will be Norman S. Dowd, now Editor and Manager of the CCL's publication, *The Canadian Unionist.*

The CCL's monthly newspaper, now called *Canadian Labour,* will have its name changed to *CLC News.*

B.C. Ready to Recognize Name Change in Mergers

A new regulation establishing the procedure to be followed when a certified trade union, due to a merger, changes its name from that which appears on the certificate has been made by the British Columbia Labour Relations Board, it was announced last month by the Hon. Lyle Wicks, provincial Minister of Labour.

On receipt of a petition in the proper form the Board is required only to satisfy that the employees in the unit concerned wish the requested change in name to be made. The Board is required to make such inquiries and investigations as it considers necessary. It must also inform the employer concerned, allowing him ten days in which to make written representations, and it may require him to post notices in his establishment where they can be seen by the employees.

CCCL Names Members Of Strategy Committee

Giving effect to a resolution passed at the last convention (L.G., Nov., p. 1274), the Executive Committee of the Canadian and Catholic Confederation of Labour has just appointed the three members of its strategy committee, whose duties will be to study regulations in connection with labour disputes.

The three members chosen were Jean Baptiste Delisle, Secretary of the Building Trades Federation, Marcel Pepin, technical adviser to the Metal Trades Federation, and Jean Paul Geoffroy, the CCCL's technical adviser.

This committee is to follow the processes of collective bargaining and inquire into any labour dispute within the movement. It will also decide in the first instance, together with the General President and the General Secretary, what financial assistance will be offered in case of dispute.



Kalmen Kaplansky Max Swerdlow Eamon Park G. R. Carroll

Winnipeg TLC, CCL Sponsor Fair Employment Meeting

A resolution passed at Winnipeg's first annual fair employment practices-immigration conference thanked the federal Government for sending a representative to the convention and censured the Manitoba Government for refusing to do so.

The conference was sponsored by the Winnipeg and District Trades and Labour Council (TLC) and the Winnipeg Labour Council (CCL). Co-chairmen were Grant McLeod, President of the TLC council, and Joseph James, President of the CCL group.

The federal representative attending the conference was G. R. Carroll, Industrial Relations Branch, Department of Labour, who explained to the delegates the provisions of the Canada Fair Employment Practices Act. An explanation of the Manitoba Act was given by David Orlikow, Secretary of the Manitoba Labour Committee for Human Rights.

The delegates divided into three workshop groups to discuss immigration, fair employment practices legislation in operation, and unions and New Canadians.

Max Swerdlow, Director of Organization and Education of the TLC, who acted as leader for the first group, pointed out that immigration had been a point of contention at labour congresses for years. Labour wanted a larger population for Canada, he said, but immigration had to be planned.

He outlined labour's policy as including: establishment of an advisory committee on immigration consisting of representatives of government, labour, and industry; a long-range planning program dovetailing immigration with employment, housing, social security and a labour code; explaining employment prospects fully and honestly to prospective immigrants when they arrived; and helping them to adjust themselves to Canadian ways.

The workshop group on unions and New Canadians, led by Henry Weisbach, CCL Director of Political Action, and L. Lenton, of the Welfare Council of Greater Winnipeg, discussed the New Canadian's point of view, the union's attitude towards New Canadians, and how to bring New Canadians into active participation in union and community affairs.

It was pointed out in the discussion that information supplied to prospective immigrants by various agencies often exaggerated opportunities and minimized difficulties. It was suggested that the unions ought to make every effort to help the immigrants with language difficulties, and by supplying shop stewards and local union officers with specal information of a kind that might be useful to the new arrivals.

The workshop group on fair employment practices legislation in operation was led by R. Lasley of the United Packinghouse Workers (CIO-CCL), Mr. Carroll and Mr. Orlikow.

"Citizens' Forum" Plans Talks of Labour Interest

"Do Americans Dominate Canadian Business and Labour?" is the subject of discussion on Citizens' Forum, carried on most of the stations of the CBC Television network in Ontario and Quebec at 10 p.m. January 3, and on the CBC Trans-Canada radio network at 8 p.m. January 5.

Other titles in the series that are of interest to labour are: "The Guaranteed Annual Wage: Pro and Con" on the TV network on January 10 and on the radio on January 12; "Do We All Share in the National Prosperity?" on TV on January 17 and on the radio on January 19; and "Immigration: Whom Do We Bar and Why?" on TV February 28 and on radio March 1.

CMA Brief Criticizes Manitoba Labour Act

A complaint that the Manitoba Labour Relations Act is "weighted too heavily in favour of unions" was made by the provincial branch of the Canadian Manufacturers Association when it presented a brief to the Manitoba Labour Board.

The Board is reviewing the Act, and the CMA brief requested certain important changes, which included the following:—

That the Act be changed to set out specifically that a worker has the right to stay out of a union if he so desires. (The Association declared that the Act does not clearly state this at present.)

That the Act be amended to make it clear that a union may not engage in its activities on the employer's premises without his consent. (It was claimed that the Act at present implies the contrary.)

That the Act make provision for a strike vote to be carried out by an independent authority such as a judge, chartered accountant, trust company, or other neutral agency, at the request of the union or the employer. (Such a vote is now managed by the Labour Department.)

The CMA brief opposed a union request for an amendment that would ensure certain job benefits and privileges being retained by employees even after strike action. It also opposed a union request that when a strike is over regular workers be allowed to rejoin the staff, displacing those taken on during the strike.

The request contained in a union brief that employers should be legally compelled to collect union dues was also opposed by the Association, although it said that it had no objection to employers voluntarily making deductions.

The unions had also demanded that employers should be prohibited from giving pay increases to employees while negotiations are in progress, without union consent. This the CMA objected to.

Finally, the Association's brief told the Board that while the present Act clearly sets out procedures by which a union can obtain bargaining rights if supported by a majority of the employees concerned, it does not lay down procedures for obtaining withdrawal of these rights when the union has lost majority support.

Union Membership Here Up Only Slightly in 1954

Labour union membership in Canada at January 1, 1955, was 1,268,207, an increase of only 296 over the 1954 figure, according to *Labour Organization in Canada, 1955*.

This publication, prepared by the Economics and Research Branch of the Department of Labour and now obtainable from the Superintendent of Government Publications, Queen's Printer, Ottawa, is the 44th annual report of its kind.

In the United Kingdom

Trade union membership in the United Kingdom at the end of 1954 totalled 9,495,000, preliminary statistics compiled by the Ministry of Labour and National Service show. This figure was approximately 36,000 more than the total at the end of 1953 but about 31,000 less than the 1952 total.

Of the 9,495,000, males numbered 7,706,000 —an increase of 8,000 or 0·1 per cent compared with the previous year—and females, 1,789,000—an increase of 28,000 or 1·6 per cent.

Trade unions known to be in existence at the end of 1954 numbered 674. This total was 15 less than the 1953 total, accounted for by 16 small unions having been absorbed by larger unions or otherwise ceasing to function, and the formation of one new union.

In the United States

Total membership of United States labour unions at the beginning of 1955 was put at 18,000,000, including 1,000,000 members in Canada, by the U.S. Bureau of Labor Statistics in an announcement last month of the results of its most recent survey. In the early spring of 1952, the Bureau estimated union membership at 16,500,000.

The survey showed that 13 unions accounted for almost half the total union membership. Six have a combined membership of nearly six million.

Altogether there are about 200 national unions with 75,000 locals.

AFL membership was given as 10,900,000; CIO membership, 5,200,000.

Old Age Pensioners Must Report Absence Abroad

Family allowances and old age security pensions are not payable outside of Canada and failure of recipients to advise the Department when they are going abroad has resulted in trouble for many families and pensioners, the Department of National Health and Welfare has reported.

Under the law, it is necessary for recipients of these cheques to give notice of their departure and their return when they go abroad. About half of such payees fail to give the required notice and the Department is, of necessity, demanding retroactive repayment of cheques. It takes time to discover such absences, although they eventually come to official notice, so it may be a matter of many months before people are asked to pay back money which they possibly have spent long since.

The law governing family allowances payments stipulates that notice must be given of any absence greater than one month. If the child returns to Canada within three months, a cheque for those three months will be paid on notice of return. If notice of return is not given, and the Department has not known that the child has left Canada, then no cheques are legally payable until such notice of return is given. This means that months after a child has returned from a trip the mother may be asked to return all the money that has been paid on behalf of the child since it first left the country. This is a real hardship to many parents and can be obviated only by giving proper notice of departure and return.

The law regarding old age security payments also stipulates that pensioners must give notice of departure and return. Their cheques will be paid the month of departure and also for the month of return to Canada. Where the total absence does not exceed six months, the pension may be paid for an additional three months in any one calendar year.

Govt. Labour Officials Hold 38th Annual Meet

Bringing together more than 100 delegates from federal, state and provincial labour departments of the United States and Canada, the International Association of Governmental Labour Officials met in Toronto August 23 to 26. This was the 38th annual meeting of the Association, whose main objectives are the interchange of information and views on labour legislation and its administration, and progress towards the improvement and uniformity of labour standards.

The meeting was chaired by J. B. Metzler, Deputy Minister of Labour of Ontario, who had been elected President of IAGLO at its 1954 meeting.

The conference received reports from a number of its committees which had been considering such problems as migrant labour, minimum wages, women and child labour, labour statistics and matters relating to the ILO over the past year. It held sessions on the organization of state and provincial labour departments, the organization of mediation and conciliation services, the handling of labour disputes, and industrial safety and health.

A feature of the latter session was a panel on labour-management committees in which representatives of Canadian employers and unions, and a representative of the federal Labour-Management Co-operation Service, discussed the role of LMPCs in safety work in Canada.

Resolutions adopted at this session of the Association dealt with child labour, migratory labour, training courses for persons wishing to enter the field of labour law administration, the ILO and general adoption of the Standard Industrial Classification in labour statistics.

Among the seven members of the Executive Board elected were Mr. Metzler and Donat Quimper, Associate Deputy Minister of Labour, Quebec.

IAM Railway Locals Offer Cost-Saving Repair Plan

Members of the International Association of Machinists employed in CNR and CPR backshops and roundhouses in Winnipeg, concerned about the probable effect of the conversion from steam to diesel power on their employment, formed a committee consisting of three men from each railway and made arrangements with the management of the Chicago, Burlington and Quincy Railway for this committee to visit the C.B. and Q. diesel shops at Burlington, Iowa. By this visit they were able to get a clear idea of how shops designed for the repair of steam locomotives can be converted to the repairing of diesels, with a minimum of expense and delay.

Upon its return to Canada the committee issued a booklet, *Diesels and Our Jobs,* outlining the facts it had learned. It had found that the shops at Burlington had been converted from steam repair shops to

diesel shops in 1937-1939, at the moderate cost of $550,000. Very little new equipment had been bought, standard steam shop machine tools having been used without change or converted by the shopmen themselves at small cost.

The committee was able to obtain blueprints and details of practically all the machine conversions necessary for diesel engine repairs, which it will make available at any time such conversions are undertaken.

Conventions of Provincial Labour Federations

Ontario Provincial Federation of Labour (TLC)

A government health plan and alliance with the CCF were the two issues around which debate centred most strongly at the 10th annual convention of the Ontario Provincial Federation of Labour (TLC) held in Toronto at the end of November. The three-day convention, which began on November 23, was attended by about 500 delegates, representing some 200,000 members.

Addressing the convention on the final day, Premier Frost of Ontario said the "time has come for genuine action" on a national health insurance program. The Premier told the delegates that the problem of health insurance had been talked about for 35 years, and in advocating immediate action he assured them that he intended to continue his present efforts to bring a plan into operation.

Although he was met by a standing ovation when he entered the convention the Premier's remarks received only polite attention from the delegates, and when the Essex and Kent Counties Trades and Labour Council later proposed a resolution "commending" Premier Frost for his "initial efforts" towards a health insurance plan the motion was roundly defeated.

Opposition to the motion was led by the Avro Local of the International Association of Machinists. Roy Begley, an Avro worker, called for the outright rejection of the resolution. "I have absolutely no faith at all in Premier Frost's promises," he said. "The only way to get national health insurance is by outright backing of a social democratic party."

Delegates William Acton and W. C. Riggs, both of Windsor, held that the delegates should be realistic and remember that, whether they liked it or not, they had to deal with the Frost government to establish a provincial program.

A resolution was unanimously approved calling upon the Ontario government to establish a health plan on a provincial basis, and expressing lack of "confidence" in the Dominion government to bring about a solution to the "long overdue problem".

In the final session the Federation came within an ace of committing itself to association with the CCF Party. After a stormy three-hour struggle the convention split down the middle over a resolution calling for immediate endorsation of the CCF. In a standing vote the count was 133 each, for and against the motion. (Of an original 542 delegates, only 266 had remained when the final vote was taken.)

Federation President A. F. MacArthur could have given a casting vote but he said he preferred to see the delegates reach a final decision by secret ballot. Just as he was preparing to submit the question to a ballot vote, however, the convention was brought to an abrupt end by a snap motion to adjourn, which carried by 127 to 124. The question was thus thrown back into the hands of the executive until next year.

The adjournment, which saw many items of business, including the installation of officers, left uncompleted, came after delegates howled down a milder version of the resolution tendered by the resolutions committee. The amended version, which delegates termed "an insult to our intelligence," was to the effect that the Ontario Federation of Labour "go on record to endorse only those candidates who would act freely in the interests of labour".

The Federation refused to support a recommendation of unionized hospital workers that was equivalent to a no-strike pledge to hospitals. A resolution from the Building Service Employees Union urged the Federation to seek legislation making conciliation board reports "final and binding" when they involved hospital negotiations.

One of the most vigorous opponents of the resolution was Joseph Connolly, a top Canadian official of the Plumbers Union and member of the master negotiating committee of railway unions, which has been waging a fight to maintain strike rights of all employees.

The motion was rejected by the delegates on the ground that it would constitute a dangerous precedent of endorsing "compulsory arbitration".

The Ottawa District Trades and Labour Council demanded that the one-week holiday, under the Hours of Work and Vacation-with-Pay Act, should be increased to two weeks.

It was also urged at the convention that the minimum wage for women should be raised to $30 a week for 40 hours' work. The present minimum wage for women ranges from $13.40 to $16.80 weekly.

Election of officers saw last year's executive returned en masse. A. F. MacArthur was re-elected President for his ninth term. Secretary-Treasurer is John T. Hancox, while Vice-presidents are I. M. Dodds, W. Boothroyd and R. W. Ostling.

Manitoba Provincial Federation of Labour (TLC)

Appointment of a full-time minister of labour for Manitoba was urged in a resolution directed to the provincial government by the two-day first annual convention of the Manitoba Provincial Federation of Labour (TLC), which ended in Winnipeg on November 20. The present Minister of Labour, C. E. Greenlay, is also Minister of Mines and Natural Resources; delegates said that he could not perform both functions adequately.

A "marriage" without a bride was the description given to the forthcoming labour merger by Jimmy James, President of the Winnipeg Labour Council (CCL), in an address before 130 delegates at the convention. Mr. James meant that the merger would be an equal partnership without any suggestion of one group being "master" in the house. "Name-calling and raiding," he said, "will be replaced by realistic work towards a better job for the workers as a whole."

TLC President Claude Jodoin in a spirited refutation of charges that Canadian unions are controlled by American unions, termed the "attacks" an insult and a fallacy. "Another thing I've heard," said he in speaking to the convention, "is that after the merger labour will try to control Canada. Well, that is not labour's policy —our aim is to see that there is complete social security for all Canadian citizens."

In resolutions adopted, the convention:—

Urged the provincial Government to enact a minimum wage rate of $1 an hour, and the federal Government to establish a uniform rate in all provinces.

Requested the Government to allow unions to be certified as bargaining agents for provincial government employees.

Demanded legislation to enforce equal pay for equal work regardless of sex.

Urged the provincial Government to establish regular radio and/or television coverage of the legislature while in session, and to set up a provincial Hansard for distribution to the public.

Asked the Government to enact a government automobile insurance plan similar to that in force in Saskatchewan.

Urged the Government to supplement old age pensions to the extent of $20 a month.

Requested an amendment to the Fair Employment Practices Act which would prohibit any advertising, or the use of any application form for employment, which expresses any limitation or preference "as to race, national origin, colour or religion".

Urged the Government to inform the federal Government that Manitoba is ready and willing to participate in a national health insurance plan.

Urged the Government to embark on a policy of borrowing money to build roads, because thre present pay-as-you-go policy was depriving the population of what it needed now.

The convention approved a resolution from Winnipeg Local No. 87 of the Printing Pressmen and Assistants Union asking for legislation which would allow the three allied printing trades—pressmen, typographers and bookbinders—to negotiate a collective agreement "on an industry-wide basis".

Another resolution was passed asking the Government to enact a mechanic's standard licensing act licensing all mechanics working at the automotive trade. Last month about 300 motor mechanics organized and joined Local 174 of the International Molders' and Foundry Workers' Union, claiming that the repair jobs done in the province were unsatisfactory and "unsafe". It was further claimed that proper certification existed in Alberta, Saskatchewan, British Columbia and Ontario, but not in Manitoba.

Donovan Swailes, of the Winnipeg Musicians' Association, was re-elected President of the Federation by acclamation. Peter McSheffrey of Flin Flon was re-elected Secretary-Treasurer and Henry Schellenberg, also of Flin Flon, Vice-President for Northern Manitoba, both by acclamation. W. A. Godfrey was chosen as Vice-President for the Winnipeg area while Mike Sedik of Selkirk was re-elected Vice-President representing the rest of the province.

New Year's Messages

Hon. Milton F. Gregg, Minister of Labour

At this time last year, when I reviewed the year which was ending, the general manpower situation was affected by the decline in economic activity which had occurred late in 1953 and continued throughout most of 1954.

At that time, although our economy was still going through a period of readjustment following the earlier years of rapid expansion, there was encouraging evidence that its basic strength was unimpaired. I was able to conclude that we had reason to look forward with some optimism to 1955.

The year just past has brought with it increasing signs of strength and has proved once again that Canada can adjust to the changing conditions of a dynamic economy.

Although unemployment reached a post-war high early in the year, the number of people with jobs has grown steadily over the year. By mid-summer employment equalled the post-war peak of 1953 and, aside from seasonal variations, this improvement is continuing.

The total labour force also increased but, over the year, with opportunities for employment more than keeping pace, unemployment has fallen off rapidly. Except for the winter months, there has been in fact a close balance between the number of jobs open and the number of workers available. This has been true in all major regions of Canada.

From the latest available estimates, it appears that gross national product will also reach a new high in 1955. The year has also been marked by continuing high levels of income and consumer spending with retail sales in most consumer items equalling or exceeding 1954 levels. A number of light manufacturing industries, where job openings were few in 1954, were able to expand output and employment. Spending for such items as automobiles and television sets continued exceptionally high, and construction boomed, especially in residential building.

By November 1955, it is estimated that employment was about 200,000 higher than in the same month of 1954. This increase in total employment is due mainly to a sharp rise in non-farm employment. Employment in agriculture, after increasing somewhat in 1954, has again followed the gradually decreasing pattern of earlier post-war years.

In forestry and mining, except for coal mining, employment has increased with output continuing at a high level due mainly to the good demand for Canadian products by the United States, the United Kingdom and other European countries.

Employment in construction increased to the point where some shortages of workers occurred, mainly in skilled trades. Judging by the rate of housing completions in the first ten months of this year, the number of housing completions is expected to be up by about 8 per cent over last year.

The manufacturing industries have shown a great deal of basic strength over the whole post-war period and employment here approached the record level of 1953. The printing industry and the food, chemical and various non-ferrous and non-metallic manufacturing industries have all shown relatively large and steady employment increases. The pulp and paper industry has also continued the steady growth of the past ten years which has resulted from the increasing demand for newsprint and various paper products. A number of the producer-goods industries, which in 1954 had been adversely affected by changing domestic demands and by defence needs, were increasing production in 1955.

On the other hand, employment in shipbuilding and aircraft manufacturing, which had decreased steadily during 1953 and 1954, showed a further decrease in 1955, but the trend is towards increased stabilization of employment in these industries.

There were a number of encouraging indications during the year for the consumer goods and basic material industries. The textiles industries increased production schedules and employment was beginning to rise again. Rubber, leather and tobacco manufacturing also increased production in response to industrial and consumer demands. Employment and production in the electrical industries, already at a high level, continued to increase.

Labour-management relations, within the field of federal jurisdiction, were generally good during the past year. It is encouraging to see that labour and management are continuing to recognize that it is in their own interest, as well as in the interest of the general public, to settle disputes promptly and by peaceful, direct negotiations. As everyone is well aware, the vast majority

(Continued on page 1451)

Claude Jodoin

President, Trades and Labour Congress of Canada

It is again my pleasure to wish all officers and members of affiliated and chartered organizations of The Trades and Labour Congress of Canada a very happy and prosperous New Year and the best of the Season. The year 1956 will be Unity Year. On April 23 the Founding Convention of the new Canadian Labour Congress will open in Toronto. Thus within a very few months our new Congress will be functioning.

It is very fitting that our new Congress hold its first and founding convention in the City of Toronto. The Trades and Labour Congress of Canada was born in Toronto in 1873. The Canadian Congress of Labour held its first convention there in 1940. It is also worth noting in this connection that the first local council was formed in Toronto. In 1871, the unions in that city met and established the Toronto Trades Assembly. Following some difficulties caused by the very depressed conditions of the late 1870's, this body was reconvened in 1881 as the Toronto Trades and Labour Council, and has been operating continuously ever since.

We have been living through momentous days in the Canadian labour movement. Many things have happened in recent years, and in recent months, showing how closely our organized working people in the affiliated organizations of the two Congresses were thinking about our common problems, how anxious they were for united action on these matters, and how ready they were for appropriate steps to be taken towards bringing them together in one house of labour.

The conventions of the two Congresses took the initial steps in this direction in 1953. The negotiations of the TLC-CCL Unity Committee which was established as a result of these convention decisions have been carried on in the most harmonious atmosphere, and progress has been made with ease and rapidity towards the great goal of labour unity in Canada. The negotiations led first to the drafting of a No-Raiding Agreement under which the subscribing affiliated organizations of the two Congresses bind themselves not to entice members from one organization into another. This Agreement was ratified by the conventions of the two Congresses in 1954, and was signed by the officers of the two Congresses in November of that year. This opened the way for the continuation of the Unity Committee's work, and negotiations were resumed in the same spirit of goodwill towards full and complete amalgamation of the two Congresses.

From my own point of view, unity in the house of labour in Canada is not only desirable but necessary. I said almost those very words in my opening address to the delegates attending our 70th annual convention of The Trades and Labour Congress of Canada in Windsor, Ont., last May before the decision to amalgamate had been taken by the convention. Now that the merger is practically complete I still hold the same view.

During the last 15 years our Canadian economy has undergone vast changes and expansion resulting from the pressures of World War II, its aftermath, and other factors. In the same period our trade union growth has been most gratifying. This increase in membership has taken place "across the board"; the increase has not been noted just in one union or industry or group of unions or industries, but in every union and practically in every industry. Craft and industrial unions have both increased their size and effectiveness.

From the information which comes to my desk, from reliable sources and expert investigation, it is readily apparent that our industrial growth will continue in the years ahead. Our population is headed for considerably higher totals; this and our increasing industrial establishment will produce a larger and larger labour force. In this growing industrial country a united labour movement will be far better equipped to meet the problems of organization, collective bargaining, improving labour and social legislation than it would be divided.

For the past 15 years these two central bodies and their affiliated organizations have grown in strength and influence. In collective bargaining, labour legislation and to some extent in social legislation great strides have been made. Much has been accomplished for the affiliated memberships of both Congresses and all Canadians have felt the benefits; but much still remains to be done.

When the new Canadian Labour Congress meets in its founding convention next April, it will not be simply the first of such national meetings of two amalgamated Congresses, but in reality it will mark the reunion of organizations which at various times in the past became separated. This convention will have the responsibility of approving a constitution of the new Congress under which it will function. The

delegates also will elect the officers and executive members who will direct the affairs of the Canadian Labour Congress and carry out its policies until the next convention two years hence.

All of the policies of the Canadian Labour Congress will be decided in convention, for the convention of the new Congress will be its sole policy-making body as have been the conventions of our two Congresses in the past. Many important matters, therefore, are likely to come up for debate. Out of these discussions our new Parliament of Labour will establish the policies which the new President and his associates on the Executive will be expected to carry into practice within the Congress itself or to convince our various Canadian governments to make effective through legislation.

When it became quite evident that our two Congresses were very definitely on the way to unity, some people outside of our movement expressed the fear that a united labour movement in Canada would be a dangerous development. They said that we would be able to control Canada. But this is not the aim of organized labour in Canada; it was not the aim of The Trades and Labour Congress of Canada, nor that of the Canadian Congress of Labour. It is not the aim of the Canadian Labour Congress. The aim of the new Congress and the reunited labour movement of Canada which it represents is to create the maximum of social security, economic stability and to so influence the social, economic and political life of Canada as produce standards which will make Canada the best place in the world in which to work and to live.

Alongside of that prime objective is our deep-seated desire to do all that we can to promote improvement in the standards of work and living throughout the rest of the world through the International Confederation of Free Trade Unions. Both of our Congresses are affiliated to the ICFTU and I am sure that the Canadian Labour Congress will continue to take a very active part in the work of this very important world labour body.

In the meantime our Trades and Labour Congress of Canada has not been idle. We have continued in our efforts to obtain suitable changes in legislation in line with the decisions of our annual conventions, and to assist in the organizational and educational activities of our affiliated organizations.

In our annual Memorandum which was presented to the Prime Minister and his Cabinet on December 14, we asked for further action on unemployment and seasonal unemployment, for further changes in the Unemployment Insurance Act, for improvements in the federal labour legislation and for assurances that our affiliated unions who represent the workers employed by the railways of Canada will be allowed to carry on their negotiations and renew their agreements with these national employers without any pressure from the Government which would abrogate their right to strike.

We also repeated our request for early implementation of a nation-wide health insurance scheme.

The discussions which have occurred in recent dominion-provincial conferences on unemployment and the sharing of assistance to unemployed employable persons were noted in our Memorandum, and we asked that "the area of these discussions be broadened to produce to the maximum extent possible uniformity of economic policy throughout Canada and uniformity of labour and social legislation with a view to reducing regional inequalities of wage and salary rates, hours of work, social security benefits, and the burden of taxation on the lower and middle income groups".

Activities within our Congress are continuing on the same high level as in previous years; our growth is gratifying. The Unity Committee is readying everything for the Founding Convention of the Canadian Labour Congress in April. I feel certain that the year ahead will be a prosperous and rewarding one for our labour movement. I sincerely hope it will be for all of the affiliated organizations of our Congress, their members, and all of the people of Canada.

A. R. Mosher

President, Canadian Congress of Labour

As we enter the New Year, we are all conscious of the fact that relations between the free and democratic nations and the Soviet bloc are still extremely serious, and that comparatively little success has attended the efforts to bring us closer to peace and goodwill in world affairs. We may take some pride, however, in the work which Canada has been doing at the United Nations, and we may be grateful that our country is in an especially privileged position in dealing with matters of this kind.

On the domestic scene, it is heartening to note that the general economic situation has improved considerably during the past year. From the standpoint of industrial production, Canada has made great strides; but there are a number of depressed industries in which employment is below that of last year, and the continuing reduction in farm income has created a critical situation, affecting the whole economy of the nation.

Public attention has been drawn recently to the great increase in the adoption of automatic machinery and other devices, covering not only production, but accounting and office records and similar types of work. Automation has been adopted in the automobile, petroleum, and other industries, greatly increasing production, and reducing the number of employees involved in particular processes. Insurance companies, banks and other financial institutions have found that automation greatly simplifies their work, and it is obvious that automation will be utilized on a constantly-increasing scale. The labour movement does not object to automation, but it does insist that the benefits of increased production be distributed equitably, and also that plans be made for the maintenance of employment and purchasing power.

Canadian workers are looking forward in the New Year to the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, which will become effective in April next. The establishment of the Canadian Labour Congress, with a membership of over one million workers, will enable the labour movement to extend its organizing activities, and to bring within its ranks the large number of workers in various fields who are still unorganized. The important work which has been carried on for some years in the field of research will be expanded, and it is anticipated that the legislative activities of the new Congress will be much more influential, in view of the fact that it will be able to express the views of such a large body of Canadian citizens. Labour has become an important national institution, and will be able under the new set-up to play a larger role in national affairs.

At the same time, labour is willing and anxious to co-operate with other sections of the Canadian people in every effort which may be made to promote the general welfare. We recognize that, while Canada has made impressive progress in a great many respects, there is still much room for improvement of standards of living, for the protection of individuals against discrimination and injustice, and for the building of a nation of which we all may be proud. The new national labour body which will be created early next year should enable the labour movement to contribute more fully and effectively than in the past towards the attainment of these objectives.

Gérard Picard

General President,

Canadian and Catholic Confederation of Labour

On the threshold of a new year we are called not only to the traditional merry-making but also to reflection. And we are tempted to express our wishes in the form of prophecies.

Nevertheless, to prophesy what 1956 holds in store for us is more difficult than ever, especially because of the many important events that occurred during 1955.

On the international scene, the thing that all the peoples of the earth had been hoping for in vain since the end of the second world war has finally happened: there has been a relaxation of tension in relations between the two main groups of powers between which the world is divided. For the first time since 1939, we have had reason to believe that political leaders were looking to the future once more in terms of building for peace rather than preparing for war. No doubt this hope itself is very fragile; no doubt there still remains in the minds of politicians too much reticence, too much falsehood and too many fears. However, if we do not want 1956 to see a return of the cold war, we must fix in the hearts of our statesmen the deep-seated conviction that the vast majority of the Canadian people prefer peace to any armed conflict, no matter how difficult peace may be to maintain and no matter how fragile it may be, provided only it is real peace.

Once more there is talk of disarmament, and once again the pessimists and profiteers give us to understand that disarming would throw us off balance economically, because of the huge budgets which national defence pours into Canadian industry every year. Faced with these prophecies of evil, the workers repeat that industrial production for military purposes is by no means essential to our economic balance, provided it is agreed to consider this balance in terms of human need. Any prospect of

peace opens the way not only to the raising of our standard of living, through the production of consumer goods, but also to more intensive international co-operation, enabling the wealthy countries to come to the aid of the needy ones. The workers will not accept in 1956, any more than they did in 1955, the equation: disarmament= unemployment.

On the national scene, the year 1955 saw the beginning, in the labour movement, of the amalgamation of two major labour congresses. There is no doubt that this merger may lead to progress for the whole working class, all the more so since the rupture which occurred in 1935 did not arise from any really serious ideological difference between these two organizations.

The workers have always wanted unity. Let us hope that this merger, which will be completed in 1956, will be a real one in this sense that it will lead to greater solidarity in trade-union action and increased vitality for the organizations concerned, but at the same time to greater respect than ever for union ethics and for the aspirations and particular characteristics of each labour group.

From more than one point of view, the year 1956 promises to be an important and even a decisive one.

I hope with all my heart that any situation which is still vague may be cleared up during the months to come in a way which is favourable to the labour movement. In other words, I hope for a year of hard work, intense action and serious reflection.

May the Christian spirit, to which the vast majority of Canadian workers lay claim, inspire all our plans and preside over their realization.

My best wishes for a wonderful year to all Canadians.

W. H. Phillips
Chairman, National Legislative Committee
International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods is an independent legislative labour organization representing railway workers employed in the operation and maintenance of the nation's most essential means of transportation. While our primary responsibility is the welfare of the workers so represented, we propose and support new and improved laws beneficial to all workers, which would result in a higher standard of living for the vast majority of Canadian citizens.

We continue to oppose compulsory arbitration as a method of adjusting controversies arising out of collective bargaining during the revision of railway wage agreements. The advantage of this policy is with the employers and destroys the fundamental right of the employees to work or not to work.

Railway workers are especially concerned with the impact of automation on the industry and its employees, and specifically with the rapid and continuing dieselization of locomotive power, resulting in the loss of employment and great hardships for many workers. The workers maintain, and we agree, that the benefits of technological improvements should be shared with the workers by job security, increased wages, fringe benefits and shorter working hours. Our Committee has made appropriate representations to the Government of Canada to enact legislation similar in principle to that contained in the Canadian National-Canadian Pacific Act, whereby workers adversely affected by joint co-operative measures are compensated during a reasonable period of time for their loss of earning power.

For over twenty years this Committee has urged the Government of Canada to implement a National Health Insurance Act, and we are optimistic, because of recent developments, that some action will be taken during the coming year. We continue our policy of requesting legislation which would provide a National Transportation Policy, fair to all forms of transportation.

The Committee is definitely opposed to railway companies "farming out" work to contractors, especially so while railway employees are unemployed.

Among other things our Committee has proposed, to the Government of Canada, increased benefits under the Old Age Security Act, the Family Allowances Act, the Unemployment Insurance Act and the National Housing Act, and increased financial assistance for education, amendments to the Railway Act in the interest of safe operation, and the speeding-up of protection at highway crossings.

We recognize that a serious problem faces our nation in finding a market for Canadian grain, but we note that the national economy is more buoyant and that the earnings of the railways are showing a healthy increase.

We extend to our members and the people of Canada our sincere greetings and best wishes for success in the coming year.

26th Annual Meeting of the Canadian Chamber of Commerce

Interdependence of capital, labour, management and government in the fields of resource development, trade and agriculture discussed under general theme "Teamwork for Progress". Brief presented to Cabinet

Discussions at the 26th annual meeting of the Canadian Chamber of Commerce were keyed to the theme, "Teamwork for Progress".

"This theme," explained CCC President G. S. Thorvaldson, QC, of Winnipeg, "is based on the belief that if the Canadian economy is to progress and develop along lines that will ensure the prosperity of all citizens, there must be a mutual understanding of the policies and aims of the various segments of our economy."

During three panel sessions, he stated, speakers and businessmen would explore the interdependence of capital, labour, management and government in the fields of resource development, trade and agriculture.

The meeting, held in Winnipeg October 3-6, was attended by more than 740 delegates from all across Canada.

The first day was given over to the policy committee, which met in closed session. Plenary sessions occupied the remaining three days, which included the election of officers and a policy session, at which is charted the policy of the Canadian Chamber for the year ahead on such matters as trade, immigration, free enterprise, and taxation.

Guest speaker at the annual dinner was James Muir, Chairman and President, Royal Bank of Canada, who spoke on "The Economic Bases of Canadian Unity". Luncheon speaker was Crawford H. Greenewalt, President, E.I. du Pont de Nemours & Company. Mr. Greenewalt's subject was "Technology and Trade".

It was recalled that the Canadian Chamber of Commerce was first organized in Winnipeg 30 years ago, in November 1925, under the official name "The Conference of Boards of Trade and Chambers of Commerce of the Dominion of Canada". From that date, the Canadian Chamber has grown from the 50 Boards and Chambers represented at the conference to its present membership of well over 700 organizations.

President's Address

There are two basic questions which must be answered, the President, G. S. Thorvaldson, said. They are: (1) Can this country continue to lean as heavily as it now does on extractive industries and go on finding employment for its rapidly increasing population? and (2) must Canada remain dependent on exports for its prosperity or can it gradually grow into a more self-contained economy?

Mr. Thorvaldson said:

In the pre-war years, agricultural exports, primarily wheat, dominated the Canadian scene. Since the war attention has been focused on the development of other resources, especially on minerals. Mineral developments are, however, producers of wealth rather than of direct employment and an immediate and drastic drop in employment is characteristic of the productive stage of a new product. Earlier this year Canada felt the effects of this economic truth when unemployment reached a postwar peak. It is true that general manufacturing expanded substantially in the postwar years, but to some extent it rose on the backlog of demand in the first years after the war and was helped by the weakness of competition from countries still recovering from wartime devastation. These conditions no longer obtain. The backlog of demand has been satisfied and competition from other countries has grown and continues to grow.

Canada's exports per head of population are the largest in the world, but this export trade, dependent as it is to an overwhelming degree on the absorptive capacity of a single market, the United States, is highly vulnerable to forces outside of our control. The fact, too, that too large a proportion of our exports consist of products in their natural or near-natural state must make Canadians apprehensive lest we become little more than suppliers of raw materials to the rest of the world. Another factor which will have a bearing on Canada's future progress is that of farm income. A continued drop in farm income as has been experienced over the past several months will act as a brake on Canadian progress.

Teamwork

Of one thing we can be sure, Mr. Thorvaldson continued: the maintenance

and expansion of the high living standard of Canada are dependent primarily on productive efficiency.

Greater productivity is the key to national and individual prosperity, and productivity in turn is dependent upon many factors, among which are sufficient capital to supply technological improvements, interested and capable employees, efficient managerial organizations and methods, and governmental policies which avoid imposing on Canadians the concrete burdens of restrictive taxes and the intangible burdens of a managed economy. Among these four elements there must be teamwork. Capital, management, labour and government have common goals because prosperity for one depends upon the prosperity of the others.

Government and Business

What, asked Mr. Thorvaldson, should be the relationship between government and business? He said:

The Chamber holds, as a cardinal principle, that the economic prospects of Canada are dependent on a healthy business structure. In turn, a healthy business structure is dependent upon an atmosphere of freedom in which individual initiative and enterprise can flourish. While it is recognized that government has an important task to perform in certain fields which cannot adequately be served by private enterprise and must act as an economic referee, there must be definite limitations if enterprise is not to be stifled.

In an age, said the President, when there is a tendency to look to government for welfare and security, we must beware of losing our perspective. "Benefits bestowed by government are a continuing charge against the economy, paid for by the taxpayers, and these should be considered as luxuries available only as the wealth of the nation increases", he said.

Management and Labour

"Of great and of immediate concern is the need for a full appreciation of the relationship between management and labour," the President said. "Both management and labour have a common goal in the development of prosperous business enterprises.

"Failure of management to take advantage of technological improvements and to provide efficient management will result in a labour force unable to compete with efficiency operated businesses in other parts of the world. On the other hand, labour which fails to recognize its responsibilities to management and to the public and fails to give value for what it receives will also jeopardize the business structure," he declared.

The principle of collective bargaining between representatives of employers and employees is a good and useful principle which can react to the advantage of both parties and to the consuming public. But once an agreement is reached both parties should be equally responsible under the law for the faithful observance of its terms. Labour unions and other employees' organizations have responsibilities to the public, to employers and to their own members just as management has responsibilities to the public, to its employees and to its shareholders. With all of these elements working together, understanding the problems and needs one of the other there can be developed ever-improved teamwork.

Role of Chamber of Commerce

In the great task of developing and maintaining teamwork among these elements the Chamber of Commerce movement, the President said, can and does play an important role.

"By thinking in terms of the economy as a whole, voluntary organizations across the country can help to direct the thinking of the leaders of government, management, labour and capital along sound and efficient lines," he pointed out. "By developing an alert and informed public opinion a great power for good can be generated in every community and in every province."

Officers for 1955-56

The following officers at the national level were elected for 1955-56:—

President, J. G. Crean, President, Robert Crean & Company, Limited, Toronto; First National Vice-president, Raymond Dupuis, QC, President and Managing Director, *Dupuis Frères Limitée,* Montreal; Chairman of Executive Council, O. B. Thornton, OBE, President, Montreal Trust Company, Montreal; Vice-chairmen of Executive Council, Ernest T. Godwin, General Manager, Crown Trust Company, Toronto, and A. M. Henderson, OBE, Secretary-Treasurer, Distillers Corporation-Seagrams Ltd., Montreal; Honorary Treasurer, A. C. Ashforth, President, The Toronto-Dominion Bank, Toronto; and Associate Honorary Treasurer, G. A. R. Hart, Assistant General Manager, Bank of Montreal, Montreal.

Chamber of Commerce Brief to Cabinet

On November 23, a delegation from the Canadian Chamber of Commerce, headed by the newly-elected President, J. G. Crean, presented to the Cabinet a brief incorporating 31 policy statements and resolutions as agreed upon at the annual meeting. It covered a wide range of subjects, from freedom of enterprise to natural gas pipelines.

Highlighted were policy statements on immigration, defence, public finance and taxation, Canada-United States and Canada-United Kingdom relations, and resolutions on agricultural credit and trans-continental airline services.

Immigration

In a 700-word statement on immigration, the Chamber deplored "the very serious reduction" in the movement of immigrants to Canada during the past year and called for a reappraisal of government immigration policy and recruiting programs in order to achieve a population of 30 million by 1975.

The Chamber recommended: (a) aggressive action by the Government to step up the flow of desirable immigrants, particularly from the United Kingdom and France, who are more difficult to obtain now because of improved economic conditions in Europe; (b) a more active program of publicity to ensure that a true picture of Canada and Canadian opportunities is kept at all times before the source countries; (c) an extension of the present assisted passage system for selected immigrants; (d) an organized program to attract more United States newcomers; and (e) that family allowances be made available for children of all new Canadians as soon as they are established in this country.

Defence

On defence, the Chamber warned there should be no relaxation in Canada's defence program until definite and concrete results are achieved in world peace efforts, called for development of an adequate and properly trained civil defence organization across Canada, and asked for continued efforts to integrate the defence programs of Canada and the United States.

A resolution urged the federal Government to establish desirable and realistic targets for reserve force establishments.

Canada-U.K. Relations

A maximum interchange of visitors to and from the United Kingdom should be encouraged in the interests of mutual understanding, the Chamber declared. It asked the Canadian Government to explore with the United Kingdom Government the possibility of the United Kingdom providing a basic or preferential allowance for Canadian travel by United Kingdom residents.

Stating it welcomed the increased flow of investment funds from the United Kingdom, the Chamber said capital flow should not be a one-way channel and looked to action that would step up the flow of Canadian capital to the United Kingdom.

Canada-U.S. Relations

A policy statement on Canada-U.S. relations asked for continued efforts to increase international understanding and goodwill. In a reference to marketing agricultural surpluses, the Chamber warned against the introduction of any "hasty and ill-considered efforts at disposal" which might prove to be detrimental to the interests of producers and consumers alike.

Public Finance and Taxation

Despite the reduction of taxation in the last Budget, the Chamber continued, both personal and corporate income tax rates "are still too high for a developing country". State control, it asserted, increases with high taxation.

Freedom of Enterprise

A revised policy declaration on freedom of enterprise described it as "a positive, dynamic faith which imposes on the individual the duty to be enterprising and, in doing so, to maintain a high standard of ethics in the community and to contribute to the common welfare. In short, freedom of enterprise is the individual's freedom to enterprise rather than his right to preserve from interference what he has. It is the freedom of the individual to make up his own mind and take his own chances and, at times, make his own mistakes."

Other Requests

The Chamber's submission also asked that the Government:—

Take immediate steps to review the whole question of agricultural credit and debt legislation and to institute uniform adequate provisions on a federal basis if deemed advisable.

Permit the establishment of "other trans-continental airline services within Canada".

Scrutinize ordinary peacetime expenditures with a view to "keeping them to a minimum consistent with meeting recognized public objectives".

Amend the Municipal Grants Act to provide for full payments in lieu of taxation for Canadian municipalities.

Through the Department of Trade and Commerce, undertake a long range publicity campaign to stimulate interest in shipping through Canadian ports "with a view to increasing port volume with a consequent greater choice of sailings".

Take all necessary steps at once to implement the recommendations of the National Employment Committee aimed at reducing seasonal unemployment.

Place a larger proportion of its film productions with private film producers and limit the National Film Board to its present operations.

Let producers have complete freedom of choice in their marketing arrangements.

Establish Thanksgiving Day by statute as the second Monday in October.

11th Convention of Professional Association of Industrialists

More than 250 employers in Quebec province attend meeting. Two series of talks, on "The Employer and Human Relations" and "The Employer and Legal Relations", presented under general theme, "Today's Employer"

"To-day's Employer" was the theme of the 11th convention of the Professional Association of Industrialists held at the Chateau Frontenac in Quebec on October 27, 28 and 29. More than 250 employers from the province of Quebec attended the convention and the two series of talks dealing with the employer and human relations and the employer and legal relations.

Some 600 employers, in nine districts of Quebec province, are members of the PAI, an employers' organization.

In his annual report, President Hervé Baribeau stressed the co-operation which made it possible for the PAI to have a fruitful year during which a number of major problems were cleared up.

In addition to the General President's report, the delegates heard reports from Claude Lavery, General Secretary; J. G. Lamontagne, Director of Public Relations; Lucien Corbeil, Honorary Treasurer; Georges Henri Dagneau, Secretary of the Study and Social Action Service; and Arthur Matteau, Head of the Industrial Relations Service.

Besides the talks briefly described below, the delegates also heard their ecclesiastical adviser, the Rev. Charles Mathieu, who spoke on "Christian Social Brotherhood: Yes or No?" and J. M. Bureau, who dealt with labour legislation.

A Problem of Men

"The more the employer realizes that his employees are men, the more harmonious will his relations with them become and the more chance there will be of conflict being averted by confidence." These words were spoken at the opening dinner by J. A. Forand of Plessisville.

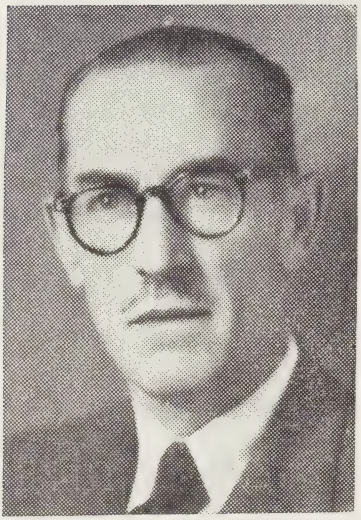
Mr. Forand, President of Forano Limited, explained in detail the bonus system in effect in his concern and concluded that production bonuses have "simplified the human problem" for him.

Specifying that soon only those concerns which obtain a satisfactory output from their employees will manage to survive, Mr. Forand called on employers to treat their employees "as men and not simply as numbers on a pay list".

"I am firmly convinced," he added, "that if we trust our employees they will reciprocate and trust us."

Emphasizing the fact that desire for profit is the factor which makes for success, Mr. Forand explained that he used production bonuses "to revive the spirit of initiative in our best workers" and also "to give the others a chance to improve themselves so that they may finally find themselves in the top class".

"No matter what noble theories we may have with regard to labour-management relations," he said, "we must always come back to this point of departure, to this permanent, essential, indisputable fact: the employer is a man who has a mission to fulfil as leader; it follows that he has back of him other men whom he must guide, but with whom he must at the same time co-operate."



Hervé Baribeau

Reports "Fruitful" Year

The Employer and Human Relations

The Employer and His Employees

Marcel Allard, Honorary Secretary of the PAI, said that "the present formula of the wage-earning classes as we know it is now out of date".

Mr. Allard, who is General Manager of Stuart Biscuits Company Limited of Montreal, suggested that the present formula of the wage-earning Classes be replaced by one "under which the whole staff would become a part of management and would cease to be made up wholly of workers".

According to this formula, the workers would, in short, be their own boss in their particular sector.

"I believe in an organization of labour based on freedom," Mr. Allard specified. "This is a formula which is much more difficult to apply than the authoritarian formula, where the boss decides everything and makes every one act according to his convictions and not according to their own. I believe, however, that the formula of the organization of labour based on freedom will go much farther, and that, in the long run, it will unite the boss and his men in a homogeneous team capable of overthrowing all obstacles."

Emphasizing that the separation which now exists between employer and employees when they have things to talk over must be done away with, the speaker said that he foresaw the day when "there will no longer be employers and workers arguing over profits, but a body of men with varied attainments, some with administrative knowledge, others with technical, co-operating with a view to ensuring in common the various tasks and services which social life makes necessary".

In closing, Mr. Allard stated that the employer must limit his profits to a level in equilibrium with the earnings of all his employees.

"We mustn't deceive ourselves," he said; "either we shall attain that social peace which we all want by making the necessary sacrifices, or else we shall witness the decline of democracy. In the meantime we would perhaps have a better life individually, but we and our children would suffer for it later on."

The Employer and His Supervisory Staff

"The best administrative system will be inefficient if the supervisor fails to convince his own staff that the company is interested in each and every one of its employees," stated J. A. Wayland, Personnel Manager of the Asbestos Corporation, Thetford Mines.

Mr. Wayland added that efficient operation of industry depends to a great extent on good supervision and sound relations between members of the supervisory staff.

He stressed two main points: the necessity for making a good choice of supervisors and foremen and for training and coaching them well, and the importance of establishing sound two-way relationships throughout the whole hierarchy of the concern.

Mr. Wayland specified a number of ways in which management must maintain good relations with its supervisory personnel.

The Employer and His Co-operation Committee

Respect for the employee's dignity, respect for the worker's responsibility, respect for trade union organization and personal contact are the four main principles on which a good co-operation committee is based, explained Bertrand Langlois, Vice-President of the Canada Flushwood Door, of Terrebonne.

Mr. Langlois declared that much work and patience are required to keep a co-operation committee in action, adding promptly that he believed such a system necessary to the management of a factory, since it carries so many advantages.

"Besides being a very good means of increasing co-operation between employers and employees," he said, "the co-operation committee enables the employer to keep in constant touch with his employees, to know their reactions to his decisions before

it is too late to correct them, and to gain a general idea of the spirit of the personnel."

Mr. Langlois added that such a committee enables the employer to instil his beliefs into his employees and to give them his reasons for acting in a particular way in the management of his factory, to inform them of the policy of the company with regard to production, sales and advertising, to make them understand the employer's responsibilities as well as their own and, finally, to encourage the employees to co-operate with the employer in the making of a better product which will be easier to sell.

Again Mr. Langlois sees the co-operation committee as a most favourable means of enabling the employer to give the employees his appreciation of their work and to encourage them to turn in their suggestions.

In conclusion, Mr. Langlois summarized his idea of a co-operation committee as follows:—

"It is a most favourable means for showing the employees that the employer is not a god, but that he is a human being as they are, who is willing to co-operate with them, who desires their welfare and who, in return, asks for their co-operation in order to make a success of his business."

Employers' Policy

We are too unaware of the fact that the concern is necessarily a place of struggle, said Bernard Couvrette of Montreal, President of the Couvrette and Sauriol Company, in his address at the dinner.

Calling on his audience to waive the "idyllic" picture of an economic society free of struggle, Mr. Couvrette stated: "Business is based on competition, and he who speaks of competition speaks of struggle, struggle between the various concerns to dominate the market, struggle between the various elements within the concern, each trying to obtain the greatest possible share of the proceeds of co-operative action."

Mr. Couvrette reminded his audience that co-operation is often made easier, in a very large concern, through the impersonal nature of relationships.

"But in the small and medium-sized concerns," he said, "such is no longer the case. Relations remain more personal and the tenseness is thus balanced by extra-economic factors. But above all, opposition is usually greater on account of the situation of the participants: manager-owner on the one hand, wage-earners on the other.

"Moreover, objectiveness is then, paradoxically enough, much more difficult to achieve and to retain. That is why managers of small and medium-sized concerns must, in the first place, examine carefully their own position; otherwise it is not long before co-operation becomes impossible and one must then rely on discipline alone, with all the human, social and even economic disadvantages which such an attitude involves."

The Employer and Legal Relations

The Employer and Collective Bargaining

Arthur Matteau, head of the Industrial Relations Service of the PAI, analysed some of the methods used during the bargaining of collective agreements and laid down certain normative rules.

He dealt, among other things, with respect for the autonomy of the company and for the field of negotiations.

Formerly, Mr. Matteau noted, the rights of the employer were exclusive, but nowadays "it is no longer a certain softening of the principle that is sought, but its complete disappearance".

The fact that legislation is silent on the exact nature and scope of management's rights favours this tendency, he added, urging employers to constantly defend themselves against such interference.

"In the system of freedom under which we live, it rests with the two parties involved to set the limits within which they will negotiate," he said.

Mr. Matteau protested against employers, or their representatives, who try to take advantage of collective bargaining to discredit the union in the minds of their employees.

"For my part," he said, "I sincerely believe that when workers have freely chosen a union or syndicate, it is useless to try to make them break away from it."

Mr. Matteau strongly suggested that collective bargaining negotiations should be entrusted to "men who are scientifically and technically prepared and morally equipped with unassailable professional ethics".

He stressed the fact that the matters at issue in negotiations, which are quite numerous and often of a psychological nature, can be lessened only through one's practical experience of the men one faces at the bargaining table.

In conclusion, Mr. Matteau reminded the audience that a contract "is good only in so far as it is suitable to both contracting parties and does justice to both of them when the time comes to apply it".

Trends in Industrial Relations

Among the trends in industrial relations examined by Eugène Lacasse, technician of the Industrial Relations Service of the

PAI, were separation pay, general collective agreements and the deep-rooting of union officialdom.

He also examined the consequences of automation, predicting that the work week will some day be reduced to 25 hours.

Reviewing the work of the trade union movement for the past 50 years, the speaker mentioned among the factors that have contributed most to the change in the tenor of union requests, the disappearance of the motives for these requests, legislation and the evolution of labour-management relations.

Mr. Lacasse pointed out that the trend towards separation pay was spreading every day. "It is quite evident," he said, "that union requests to that effect will go on increasing to the point of becoming a genuine trend as there is a risk that the advance of automation, while not reducing employment as such, may do away with the occupations of older employees."

Among the effects of the merger of Canada's two great central labour bodies, Mr. Lacasse stressed that this will not result in reducing "trade-union officialdom", but in crystallizing it further.

"We can also foresee", he said, "that the merger will provoke a strengthening of employer associations as a counter movement to the trade-union body being developed."

Dealing with the probable consequences of automation, Mr. Lacasse said: "The worker of tomorrow will have to become a specialist and, as such, he will naturally request higher wages, which the employer will not hesitate to grant, as he himself will have obtained higher production. On the other hand, the worker's effort will be substantially less and the number of hours of work will also be reduced, falling to only 30, or perhaps even 25 hours per week."

Hon. Maurice Duplessis

At the dinner which marked the closing of the convention, the Hon. Maurice Duplessis, Premier of Quebec, stated that "the right to strike is sacred but it should be used only rarely because strikes are prejudicial to the public good".

He added that in certain quarters the right to strike is misused and is given a false meaning.

Mr. Duplessis stated that democracy is not properly understood any longer. He explained that democracy means government of the people, by the people, but that gradually we are going towards government of the people, by a group, and for a group.

The province of Quebec, he said, does not want nationalization, trusts or socialism, but rather a truly democratic way of life.

Speaking on freedom of trade and industry, the Premier stated that it is an integral part of our democratic way of life, founded on common sense and the rights of personal enterprise.

Pointing out that there are both large and small industries, Mr. Duplessis stated that it is not right to treat them both in the same way. They are as different one from the other, he added, as are the province of Quebec and the United States, from an economic standpoint.

"The same conditions cannot be applied both in the province of Quebec and in the United States," he explained, "because their markets are different."

Executive Committee

Hervé Baribeau, Lévis, was again chosen President of the Executive Committee.

The other members are: Jean Louis Héon, Montreal, and Bertrand Langlois, Terrebonne, Vice-presidents; Marcel Allard, Montreal, Honorary Secretary; Lucien Corbeil, Montreal and Marieville, Honorary Treasurer; Aimé Laplante, Montreal, Paul H. Frigon, Drummondville, Joseph Vachon, Sainte Marie de Beauce; Marcel Trudel, Grand'Mère, members.

The Executive Committee also includes J. L. Héon, Montreal, as President of the provincial recruiting committee; Roger Regimbal, Lachute, Director of the Industrial Relations Service; Paul D. Normandeau, Drummondville, Director of the Study and Social Action Department; J. G. Lamontagne, Montreal, Director of Public Relations; Claude Lavery, Montreal, General Secretary and legal adviser, and the Rev. Charles Mathieu, Montreal, ecclesiastical adviser.

Canadian farmers bought $2,523,752 worth of equipment for barns last year, 10·6 per cent more than in 1953, when the wholesale value of sales was $2,281,413, the Dominion Bureau of Statistics reports. But they bought only $26,194,827 worth of new harvesting machinery last year, 62·4 per cent less than in 1953, when the wholesale value of sales totalled $69,579,783.

14th Annual Convention of the N.S. Federation of Labour (CCL)

"Go slow" policy on proposed merger with TLC's provincial federation is adopted. Meeting calls for naming of full-time Minister and Deputy Minister of Labour, establishment of vocational school in Cape Breton

The Nova Scotia Federation of Labour (CCL) met in Halifax on November 14 for its 14th annual convention. Two score labour groups in the province, covering about 30,000 workers, were represented by 121 delegates.

The most important questions considered by the convention were: the proposed merger with the TLC's recently organized provincial body; the status of the United Mine Workers of America, which has suspended payment of its per capita tax to the CCL; changes in the provincial Workmen's Compensation Act; and amendments to the Trade Union Act of the province, with recommendation for the appointment of a full-time minister and deputy minister of labour.

The President, Sid Oram, in his report at the opening session, spoke of the Federation's fight on behalf of the coal industry, whose members form a large part of the body of the organization and of the whole working force of the province. His report pointed out that a shrinkage in the coal industry, if it occurs, is likely to be permanent, and that the Government should recognize this and take steps to prevent such a shrinkage, both by a continuing campaign for increased use of coal and by the finding of new markets. A market for 7,500,000 tons a year was needed to achieve the best level of costs, the report said, and failure to obtain such a market had caused suspension of modernization and mechanization programs.

The report called on the Government to survey the situation in the steel industry with a view to expanding it and also to assess the effect upon it of the St. Lawrence Seaway, and if necessary to take compensating measures.

The importance of encouraging the Canadian shipbuilding industry and of protecting the Canadian merchant marine was emphasized. Strengthening of the fisheries industry of the province by establishing a separate government department or a strong division of the existing administration was urged, together with government assistance in building ships for the industry, towards a study of freight rates for fish, and in building cold storage facilities.

Establishment of new industries with government aid, granting to government employees the right to organize, rehabilitation of disabled workers, support for the Maritime Provinces Economic Council and for certain educational measures were among other matters dealt with in the report.

The President recommended that "we proceed slowly on provincial labour unity until such time as the UMW affiliation becomes more clear". The report said that meetings had been held with the TLC federation in Nova Scotia on labour unity, but that unions would be given two years to merge on the provincial basis.

The keynote address at the opening session was given by Clarence Gillis, MP for Cape Breton South. The establishment of the six-hour day and five-day week, with the guaranteed annual wage, were set out in his speech as major new objectives for labour in meeting the challenge of automation.

Mr. Gillis urged trade unionists to interest themselves in the United Nations, to acquaint themselves with its activities and to join groups supporting it. He also spoke in favour of political action by organized labour. Other matters touched on by him included: problems of the coal industry, ironing out "kinks" in the new revision of the Unemployment Insurance Act, a national health program, immigration, and unemployment.

Mr. Gillis advocated the establishment of a national fuel policy to assist the coal industry and to save the whole fuel industry from chaos.

On the second day the convention was addressed by the provincial Minister of Labour, J. Clyde Nunn. The Minister announced his intention of effecting many changes in his department, among them the appointment of a deputy minister and additional conciliation personnel, and the expansion of the department's information and research, and inspection and safety divisions.

In reference to a demand for some form of collective bargaining procedure for provincial employees, Mr. Nunn said that the government was studying the matter, and hoped soon to be able to announce a procedure to permit discussion of wages and other matters between these workers and their superiors.

Referring to the coal industry, the Minister said that he agreed with some remarks made by L. A. Forsyth, President of Dosco, that increased productivity was necessary to framing of a guaranteed annual wage; but he disagreed vehemently with Mr. Forsyth's statement that to gain a guaranteed wage labour must relinquish its right to strike.

Mr. Nunn spoke of the efforts of his department to ease seasonal unemployment, and of the retraining programs in areas where there were pockets of severe unemployment. He outlined the department's trades training program, which has given emergency semi-skilled training to some 1,500 unemployed since 1947.

Regarding a vocational school, Mr. Nunn said that Cape Breton ought to have such a school but that it seemed unlikely to get it until participating groups had settled their differences in the matter.

United Steelworkers will seek wage adjustments to bring wages at the Sydney steel mill into parity with those prevailing in other Canadian mills, William Mahoney, international representative of the union, said in an address at the convention banquet on Tuesday. Last year for the first time, he said, Sydney workers had reached parity with their fellow workers in other parts of Canada; but since then employees at Stelco and Algoma have again moved ahead. "We propose to do something about that," the speaker said.

Out of about 170 resolutions placed before the convention some of the most important adopted called for major changes in the Nova Scotia Workmen's Compensation Act. The method prescribed in the present Act under which a company-employed doctor summoned injured men and decided whether they were fit to return to work was unsatisfactory, Steve Dolhanty, UMW District Vice-president, said in speaking on the question.

One resolution concerned the position of men certified fit to do light work and cut off from compensation in consequence, but unable to get light work because none was available. Another resolution called for the compensation paid to be raised to 100 per cent of a worker's earnings at the time of the accident, instead of 66⅔ as at present.

A set of resolutions recommended changes in the Nova Scotia Trades Union Act, including the establishment of an "airtight" definition of the term "confidential agents", setting of fair and reasonable fees for arbitration board members, and provision for provincial government employees to be allowed the right to organize. It was complained that cases had been met with in which employers had deliberately tried to expand the number of "confidential agents" in order to reduce union membership.

Other miscellaneous resolutions passed approved the establishment of a minimum wage of $1 an hour, free school books in cases where not already so provided, setting of certain standards for colliery wash houses; and various matters such as changes in the Mothers' Allowance Act, Coal Mines Regulation Act, education, labour unity, vacation-with-pay legislation and the Unemployment Insurance Act.

The Federation gave its support, after a lengthy discussion, to erection of a vocational school for the Cape Breton industrial area. It was emphasized by Clarence Gillis during the debate that a vocational school was just another high school, while a trades training school gave a student a full grounding in his trade. He said that the latter was the kind of school that was needed.

J. H. Delaney, UMW international board member, disagreed with Mr. Gillis. He said that a vocational school was what Cape Breton needed, and that it was not by any means just another high school. He said, however, that there was no opposition between the two types, and that there was no reason why Cape Breton should not have both kinds of school. Two other delegates also supported Mr. Delaney's view.

At this point the discussion was adjourned to hear the address by the Minister of Labour, who also referred to the vocational school project and took pains to distinguish between a trades training school of the type in existence at Halifax, Westville and North Sydney, and a vocational school such as those already functioning at Yarmouth and Halifax, and the one proposed for Cape Breton.

When the discussion was resumed several other delegates spoke, but finally a resolution backing the vocational school was passed.

A cautious policy in reference to the proposed merger of the Federation with its TLC counterpart was adopted at the final session on Wednesday. The chief reason for the "go slow" policy was the uncertainty about the status of the UMW, in

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50 Years Ago This Month

Typographical unions begin campaign for eight-hour day and vote to contribute 50 cents per capita weekly for that purpose. Brantford printers win contract reducing hours to eight daily at Jan. 1, 1906

Typographical unions at a number of points during December 1905 passed resolutions in favour of the eight-hour-day campaign started by the International Typographical Union, and voted to contribute 50 cents per capita weekly for a general fund to be used for advancing the work. At Brantford, Ont., 60 printers obtained an agreement which reduced the number of hours per working day from nine to eight after January 1, 1906, with an understanding that a Saturday half-holiday might be allowed during the summer months.

In 1905, provincial inspectors were still finding cases of children being employed in factories. In one instance reported in the LABOUR GAZETTE for December, an inspector caused a number of girls under 14 years of age to be dismissed by their factory employers in Toronto.

Co-operative packing and selling of apples made rapid progress during the seven years preceding 1905; in that year there were 14 co-operative associations in Ontario, where the movement started, three in British Columbia and one in the Annapolis Valley, N.S. This movement was the subject of a special study published in the December 1905 issue of the LABOUR GAZETTE.

Following a period of very low prices in local markets from 1865 to 1870, an export trade began to develop and, although prices were very low at first, eventually a good market was established, with the result that the orchard became a very profitable part of the Canadian farm. After a time, however, increased production brought about an excessive supply, and in 1896 prices were so low that thousands of barrels were allowed to rot or were fed to stock.

Owing to the flooding of the market, buyers were able to take their pick, and reputable ones usually confined their operations to parts of the country where the best apples were grown.

Growers in other parts were left at the mercy of unscrupulous dealers.

This situation led to attempts at co-operative methods of packing and selling, which met with immediate success. The aims of the co-operative associations were: the adoption of the most economical methods of picking and packing, to have the picking done at the best time for each variety, uniformity of packing, economy in the manufacture or purchase of containers, to place the management of the commercial part of the industry in the hands of competent men, advertising the product, promoting the growing of improved varieties of fruit, and securing the utilization of surplus or inferior produce.

The seasonal falling-off in employment in November 1905 was less than usual, largely owing to open weather during the first three weeks of the month. The outlook in lumbering and mining was more favourable than for some years previously and the announcement that work on the new transcontinental railway would be continued throughout the winter gave assurance of employment for many.

Eight trade disputes, affecting 38 firms and 1,386 employees directly or indirectly, were in existence during November 1905. The total time lost amounted to approximately 12,750 working days, compared with 9,750 in October and 3,800 a year earlier. All of the eight disputes were terminated, as far as establishments affected were concerned, although in a number of cases many of the strikers were still without employment. Seven of the disputes ended in favour of the employers, one in favour of the employees.

Among the fair wage schedules set for government contracts during November, one governing a construction project at McIntyre's Lake, N.S., gave the following rates for a day of 10 hours: foreman carpenter $2.25; carpenters $1.75; painters $1.75; masons $2.50; builders' labourers $1.35; and common labourers $1.25. In another contract for construction of a railway line from North Sydney station to Sydney Mines, N.S., rates for a 9-hour day were: masons $3; blacksmiths $2; carpenters $2; blasters $1.65; labourers $1.50; driver, 1 horse and cart, $2.50; driver, 2 horses and wagon, $3.

International Labour Organization

Fifth Session, Textiles Committee

Delegates from 21 countries, including Canada, adopted memorandum that outlines ways to better labour-management relations in the industry

The ILO's Textiles Committee,* composed of government, employer and worker delegates from 21 leading textile manufacturing countries, at its fifth session in Geneva September 26 to October 7 outlined ways to better labour-management relations and to raise productivity in the industry. Canada was one of the countries represented.

The Canadian delegation comprised the following:—

Government Delegates—H. R. Pettigrove, Industrial Relations Officer, Department of Labour, and J. T. Montague, Economics and Research Branch, Department of Labour.

Employer Delegates—Herbert F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto, and George Shaw, Personnel Manager, Courtaulds (Canada) Limited, Cornwall, Ont.

Worker Delegates—J. R. W. Whitehouse, Canadian Research and Education Director, Textile Workers Union of America (CIO-CCL), and Julien Dubé, *Syndicat National Catholique du Textile de Montmorency* (CCCL).

Labour-Management Relations

A memorandum adopted by the Committee on labour-management relations in textile factories declares that it is desirable, in the common interest of workers and employers, to develop co-operation within undertakings in the textile industry.

It is also desirable that regard be paid to the various international labour Conventions and Recommendations concerning labour-management relations.

Methods to achieve this aim can be fully effective only if they stem from a common will to create a good atmosphere and if they are applied by all concerned, including employers' and workers' organizations, with loyalty and in a spirit of mutual respect.

Such co-operation should be sought by methods freely established through arrangements concluded within the undertakings themselves, so as to take into account special conditions obtaining in each undertaking, or by other means, according to the circumstances in each country.

Freely established trade unions can contribute substantially to good labour-management relations.

The memorandum turns next to joint consultative bodies wherein, it declares, the different categories of workers—including women and supervisory personnel—should be duly represented through a free and secret vote of all workers employed in the undertaking.

It lists a number of matters suitable for consideration by such bodies and says that it is important that these joint consultative bodies should meet at frequent and regular intervals.

It suggests that in order to assist the working of such bodies, training courses—such as study groups or weekend courses—might usefully be organized to train actual or potential representatives both from the workers' and employers' side.

These bodies should not encroach on functions which are proper to management or trade unions concerned and should not include within the scope of their discussions questions which are normally the subject of negotiations between organizations of employers and workers.

It points out the need that all concerned should recognize the necessity of technical improvements and efficient organization.

Productivity

The Committee also adopted a memorandum on productivity.

The memorandum, approved after much debate in the subcommittee stage, begins by declaring that the problem must be considered in relation to the economic realities in each country and adds:—

"The last few years have demonstrated that in most countries the increase in markets of textiles has not always kept pace with the increase in the productive capacity achieved by the industry."

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries. Their recommendations are first examined by the ILO Governing Body, which then decides what action is to be taken on them.

Any program for increased productivity in the textile industry, the memorandum declares, must be supplemented by arrangements for efficient and economical distribution of the products.

In their search for regular sales and planned production, "employers should encourage and pursue innovating venturesome campaigns of new uses for old products and new products for old and new uses" as has already been done in many countries.

"The textile industry can play an important role in raising living standards throughout the world by increasing the productivity of its plants," it says.

The employers, trade unions and governments should do everything possible to ensure that international competition for textile markets is on the basis of good designs and manufacturing ingenuity while ensuring fair wages and good working conditions in the spirit of international cooperation and fair practice.

Arrangements should be made to stimulate under-industrialized countries to bring about a greater degree of industrialization to improve the quality and design of their products, thus creating a greater volume of employment.

Higher productivity must be accompanied by improved working conditions. It must offer to workers an increased level of real earnings, better working conditions and reasonable hours of work to be arrived at by collective bargaining between trade unions and employers. Arbitration may be used where appropriate. Where trade unions do not exist, their growth should be encouraged.

Emloyers, workers' representatives and governments have responsibilities for foreseeing and minimizing the effects of redundancy due directly or indirectly to technological or other changes introduced to raise productivity.

The memorandum also refers to the importance of systems of payment by results (incentive wages), work study, protection of workers' health, and good human relations within the enterprise.

It says that the co-operation of workers' organizations in securing for the workers an equitable share of the benefits of increased productivity can contribute greatly to the success of the program.

Before it closed, the Committee passed resolutions suggesting that:—

The attention of governments be drawn to the services which the ILO can render to the textile industries of their countries in the field of technical assistance;

The ILO should undertake a comparative study of the wage systems in force in the textile industries.

The Committee also approved a resolution presented by its workers' group calling attention of governments to the importance to the textile industry of the ILO Convention on equal pay for equal work for men and women and urging that they should actively consider ratifying it.

Meeting of Joint Maritime Commission

The Joint Maritime Commission of the International Labour Organization met in Paris October 24 to 28 under the chairmanship of Canada's Deputy Minister of Labour, A. H. Brown, who is chairman of the ILO Governing Body.

The session was attended by shipowners' and seafarers' representatives from the leading maritime countries as well as representatives of the employers' and workers' group in the ILO Governing Body, and observers from the World Health Organization, and the United Nations High Commissioner for Refugees.

The Joint Maritime Commission is the only bipartite body in the otherwise tripartite (government, employer, employee) International Labour Organization. It was first established in March, 1920, to study questions relating to maritime employment placed on the agenda of its sessions by the ILO Governing Body. The Commission is composed of two representatives of the Governing Body of the ILO and 15 shipowner members and 15 seafarer members, plus five deputy shipowner members and five deputy seafarer members. The members were appointed by the shipowners' group and the seafarers' group of the International Labour Conference.

The Commission sent a recommendation to the ILO Governing Body that an ILO tripartite preparatory technical maritime conference be convened in 1956 to be followed by a maritime session of the ILO general conference in 1957 to discuss:—

General revision of the Wages, Hours of Work and Manning (Sea) Convention, 1949 (No. 93).

Engagement of seafarers through regularly established employment offices.

Transfer of ships to flags of other than traditional maritime countries with reference to social conditions and safety on board ship.

Content of medicine chest on board ship and medical advice by radio to ships at sea.

Possible adoption of an international instrument to ensure that national authorities responsible for issuing officers' professional certificate should alone be competent to suspend them.

Reciprocal or international recognition of seafarers' national identity cards.

The Commission also adopted:—

A recommendation that three questions concerning fishermen (minimum age on entry, medical examination on entry and periodically thereafter, and articles of agreement) be given first discussion at the 40th (general) session of the ILO Conference in 1957.

A resolution drawing attention to the need for reciprocal international co-operation in promoting seafarers' welfare and suggesting the establishment of a tripartite subcommittee of the commission to deal with such problems on an international basis.

A resolution supporting measures to improve the condition of refugee seafarers, particularly as regards travel documents and residence ashore.

A resolution on provisions of medical treatment aboard ship.

A resolution urging international uniformity in the design of pilot ladders.

A draft questionnaire to governments on flag transfer.

Fifth Session, Permanent Agricultural Committee

The Fifth Session of the Permanent Agricultural Committee of the International Labour Organization, which ended September 10, adopted suggestions for improving the conditions of agricultural wage earners, self-employed and semi-independent workers throughout the world. The Committee includes experts from all parts of the world. Its suggestions will be studied by the International Labour Organization's Governing Body.

The experts recognized that in many less developed countries many basic problems must be solved before tackling the problem of the placement of agricultural workers as such. In the more developed countries there is a need for effective machinery to bring the worker to the farm and to put the farm employer in touch with workers seeking employment. The objective should be the establishment of public employment services with sections specially adapted for agricultural needs.

In addition to the usual functions of employment services, agricultural sections should have the following tasks: (1) facilitating and steering the movement of workers from areas of supply to areas of demand; (2) avoiding disorderly movements of workers in search of employment; (3) co-ordinating labour supply and demand with other regions and other industries or occupations; (4) encouraging the provision of adequate housing and welfare services. Agricultural workers' and employers' organizations, where they exist, should play an active part in placement and employment programs.

The experts considered the future International Labour Organization's program relating to social problems in agriculture and devoted particular attention to practical work. The program must be carried out by the ILO acting independently, or in association with other international bodies such as the United Nations and the Food and Agriculture Organization.

The experts suggested among other things that the International Labour Organization extend its compilation of statistics in order to obtain comparable information on: (1) working conditions in agriculture; (2) wages; (3) payments in kind; (4) social charges, etc. In view of the difficulty in making such comparisons, the work might be limited to certain regions or categories.

The International Labour Organization should also pursue its studies on: (1) underemployment and unemployment in agriculture; (2) various aspects of rural exodus; (3) industrial decentralization and its effects on rural populations; (4) mechanization and its effects on employment; (5) seasonal workers, etc.

The ILO should also study housing, health and safety in agriculture. Finally, the experts also suggested that governments' attention be drawn to the technical assistance the ILO could provide and the opportunities for utilizing ILO knowledge and assistance in the field of agriculture.

Canadian Aids ILO in Classifying World's Jobs

The International Labour Organization aims to complete an international classification of occupations in time for the 1960 population censuses. Occupational data converted to the common classification can be compared between countries.

Some countries have indexed as many as 60,000 different job descriptions.

New jobs are constantly coming into being, as for example in atomic science and electronics, while others such as the traditional blacksmith are tending to disappear, indicating the need to bring occupational classifications up to date from time to time.

Some occupations, like that of the pearl diver, are peculiar to certain countries or regions.

For some years now, as the organization mainly concerned with labour force problems, the ILO has been seeking to secure agreement between countries on basic methods of occupational classification.

To carry forward the ILO's program of classification of occupations, a working group of experts, drawn from various regions, met at ILO headquarters in Geneva from 17 October to 5 November 1955.

The experts had before them a tentative classification taking into account the recommendations of the various international conferences of labour statisticians convened by the ILO in 1947, 1949 and 1954. In addition, they had before them replies received from a large number of countries to an ILO questionnaire on the subject.

Neil McKellar of the Dominion Bureau of Statistics worked on the tentative classification. Mr. McKellar formerly assisted the United Nations in developing the International Standard Industrial Classification of all Economic Activities and the Standard International Trade Classification.

An important objective to be served by the classification is to provide a common basic framework for presentation of national occupational data for international comparison.

Although one of its primary uses will be in making international comparisons of census-type data, its application could be extended to other types such as data on employment service operation, migration movements, analyses of wages and statistics of occupational accidents and diseases.

Panel of Experts Recommends Measures to Promote Occupational Safety

An International Labour Organization panel of experts composed of eight leading specialists from as many countries has recommended to the ILO a series of measures to promote occupational safety and health throughout the world.

The measures recommended by the experts include the establishment of regional institutes on occupational safety and health to co-ordinate ILO technical assistance activities in this field, the preparation of an international encyclopedia on occupational safety and health, and the adoption of an international convention, supplemented by a recommendation to governments, to prevent the sale, hire and use of machines not equipped with safety devices.

The experts suggested that the need for co-ordinating assistance in occupational safety and health with that in related fields might be met by creating regional safety and health institutes, which would be permanent institutions, staffed by a team of experts in safety, health, welfare, training, management and so on, who could thus cover much wider ground than the individual experts hitherto sent out, and might prove more economical in expert manpower in the long run and have more lasting effect.

The experts felt that the publication of an encyclopedia of occupational safety and health would constitute one of the most useful tasks which th ILO could undertake at the present time. The work should prove useful to industrial physicians, safety engineers, educationalists, administrators and students as well as to managements who had a vital part to play in this field.

The meeting noted that since the adoption by the ILO in 1929 of a Recommendation concerning responsibility for the protection of power-driven machinery, the movement towards built-in safety had made considerable progress throughout the world. There was now a substantial volume of national safety legislation on the sale and hire of various kinds of industrial equipment.

Where built-in safety was compulsory it protected firms building safe equipment against competition from those building unsafe and therefore cheaper equipment. The experts were unanimously of the opinion that whatever responsibility was placed on manufacturers, none should be taken away from users.

The experts felt that it was desirable to adopt an international Convention on the prohibition of the sale and hire of inadequately guarded machinery and other industrial equipment.

The Convention should be a simple one and confined to points on which there was general uniformity in practice throughout the world, that is: (1) the guarding of protections on revolving parts, and (2) the guarding of gearing.

The meeting also considered various international measures, other than Conventions, calculated to promote the safety of industrial equipment. They thought it desirable that a new Recommendation be adopted to supplement the 1929 instrument on power-driven machinery.

ILO Makes Public Program for Improvement of Labour-Management Relations

A blueprint for a world-wide International Labour Organization program to improve labour-management relations has been made public by Director-General David A. Morse. David L. Cole, former Director of the Federal Mediation and Conciliation Service of the United States, who was commissioned by the ILO to formulate such a program, recently submitted it to Mr. Morse.

Mr. Cole advised that future ILO action in the field of labour-management relations should include the following elements:—

The program should not be initiated by legislation but by the formulation of a set of principles;

The ILO should furnish research facilities through a new Geneva centre which would provide among other things courses and seminars and collect and disseminate up-to-date information;

Field activities should be considered a most vital part of the program and should include training within countries through indigenous personnel and machinery, with labour and management jointly participating;

A new ILO department should be established for the program.

Mr. Cole noted that at present there are wide variations in degree of application of principles of labour-management relations with some countries denying such principles altogether.

He thought the ILO's responsibility should be to advance the development of co-operation with a dynamic promotional program with built-in, self-educational features.

Ratifications of ILO Conventions Now Total More Than 1,500

The number of ratifications of ILO Conventions has risen above 1,500 for the first time. The receipt of 16 ratifications during this summer's annual ILO conference brought the total to 1,511.

Ratifications deposited during the conference came from Denmark (1), Ireland (2), Israel (2), Uruguay (1), Viet-Nam (2), Federal Republic of Germany (4), and Greece (4).

Since the conference, 11 further ratifications have been registered. These came from: Denmark (3), India (1), Japan (4), Mexico (1), El Salvador (1) and Yugoslavia (1).

13 Countries Train 687 ILO Worker-Trainees under UN Program

Thirteen western European nations have opened the doors to their industries and factories to receive ILO worker-trainees from six different ILO member countries.

Altogether 687 worker-trainees have received a total of 4,122 months of preparation and "show-how" in 380 different enterprises in Austria, Belgium, Denmark, France, Germany, Luxembourg, the Netherlands, Norway, Sweden, Switzerland, United Kingdom, Finland and the Saar.

The worker-trainees, all selected by the ILO under the United Nations Expanded Technical Assistance Program, came from Colombia, Greece, Iran, Israel, Turkey and Yugoslavia.

The training cost $520,000, or about $750 to support a trainee for six months.



The labour-management committee of the Corporation of the Town of Timmins, Ont., is a good example of a service-type LMPC in operation. It has been functioning since 1951 and, in the opinion of management and labour, has done much for both parties and a great deal for the citizens of Timmins.

The committee works for the 165 municipal employees of the town, and the eligible members of the staff are members of Local 10 and Local 34 of the National Union of Public Service Employees (CCL).

J. W. Spooner, MLA for Cochrane South and Mayor of Timmins, and an ardent supporter and member of the labour-management committee, is greatly in favour of the LMPC idea and finds that it has accomplished much for everyone in the town. Recently he said:

I find that there is a good and ever improving relationship between management and labour, brought about chiefly through the activities of the labour-management committee, and that this is reflected in a better relationship between all municipal employees and the citizens of Timmins, whom we serve.

Paul Martel, President of Local 10, National Union of Public Service Employees (CCL), summed up the labour viewpoint as follows:

There is no question that the relationship in all respects between management and employees has moved in the right direction since the labour-management committee was established here.

The LMPC opened the door to discussion of mutual problems in an atmosphere of informality, where one can speak freely, be critical and listen to criticism of a useful, helpful variety.

I am sure that it is safe to say that the employees and management have learned much from each other during the past few years, and that our meetings have helped to provide the people of Timmins with the kind of service they expect and pay for, from their public service personnel.

* * *

The Textile Committee of the International Labour Organization, composed of representatives of governments, employers and employees of 21 textile manufacturing countries, recently adopted conclusions to promote better labour-management relations. The resolutions were couched in the following terms:—

"It is desirable, in the common interest of employees and employers, to develop co-operation within undertakings in the textile industry.

"It is also desirable that regard be paid to the various international labour conventions and recommendations concerning labour-management relations.

"Methods to achieve this aim can be fully effective, only if they stem from a common will to create a good atmosphere and if they are applied by all concerned, including employers' and employees' organizations, with loyalty and in a spirit of mutual respect.

"Such co-operation should be sought by methods freely established through arrangements concluded within the undertakings themselves, so as to take into account special conditions obtaining in each undertaking, or by other means, according to the circumstances in each country.

"Freely established trade unions can contribute substantially to good labour-management relations.

"Joint consultative bodies wherein the different categories of workers—including women and supervisory personnel—should be duly represented through a free and secret vote of all workers employed in the undertaking.

"A number of suitable matters should be available for consideration of such bodies, and these joint consultative groups should meet at frequent and regular intervals.

"In order to assist the working of such bodies, training courses—such as study groups or weekend courses—might be usefully organized to train actual or potential representatives both from the employers' and employees' side.

"These bodies should not encroach on functions that are proper to management or trade unions concerned, and should not include within the scope of their discussions questions that are normally the subjects of negotiations.

"All concerned should recognize the necessity of technical improvements and efficient organization."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

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Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued 12 certificates designating bargaining agents, rejected four applications for certification, and ordered five representation votes. During the month, the Board received 13 applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers classified as first engineer, second engineer, and refrigeration engineer employed aboard motor vessels and barges owned and operated on the MacKenzie River and Great Slave Lake water system by McInnes Products Corporation Limited, Edmonton, Alta. (L.G., Sept., p. 1038).

2. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers below the rank of chief engineer employed by National Sand and Material Company Limited, Toronto, aboard the S.S. *Charles Dick* (see below).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of miscellaneous classifications of employees employed by La Bonne Chanson Incorporée at Radio Station CJMS, Montreal (L.G., Oct., p. 1157).

4. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by Keystone Transports Limited, Montreal, aboard the vessels *Keybar, Keybell, Keydon, Keynor, Keyport, Keyshey, Keystate, Keyvive* and *Keywest* (L.G., Nov., p. 1285).

5. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by Beaconsfield Steamships Limited, Montreal, aboard the vessels *Mohawk Deer, Belvoir, Redcloud, Redfern, Redriver, Redwood, Sandland* and *William C. Warren* (L.G., Nov., p. 1285).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Sincennes-McNaughton Line Ltd., Montreal, aboard the vessels *Graeme Stewart, Rival, John Pratt, Mathilda, Lotbinière, Fire Chief, Yvon Dupre Jr., James Battle* and *Felicia* (L.G., Nov., p. 1285).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Transit Tankers and Terminals Ltd., Montreal, aboard the vessels *Coastal Carrier, Coastal Cascades, Coastal Cliff, Coastal Creek, Transbay, Transinland, Translake, Transriver* and *Transtream* (L.G., Nov., p. 1285).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Mohawk Navigation Company Limited, Montreal, employed aboard the vessels *Captain C. D. Secord, F. V. Massey, Golden Hind, Sir Thomas Shaughnessy* and the barge *Alfred Krupp* (L.G., Nov., p. 1285).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by United Towing and Salvage Company Limited, Montreal, aboard the vessels *Great Western, Strathmore* and *James Whelan* (L.G., Nov., p. 1285).

10. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited employed in the Yukon and Northwest Territories on Project No. 572 and classified as plumber foreman, plumber, pipefitter, pipewelder, refrigeration mechanic, steamfitter, and apprentice (L.G., Nov., p. 1285).

11. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed in the Yukon and Northwest Territories on Project No. 572 on the erection of structural steel and classified as structural iron worker, welder, and rigger on structural steel, including working foremen (L.G., Nov., p. 1285).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

12. United Steelworkers of America on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., classified as despatcher, agent, and train order operator (L.G., Sept., p. 1038).

Applications for Certification Rejected

1. Sept-Iles Railway Employees Association, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (despatchers, agents, and train order operators) (L.G., Oct., p. 1157).

2. Association of Atomic Energy Technicians and Draftsmen, Local 165, applicant, and Atomic Energy of Canada, Ltd., Chalk River, Ont., respondent (employees classified as instrument mechanic (electronic)) (L.G., Sept., p. 1038). The application was rejected for the reason that the proposed bargaining unit was not considered by the Board to be appropriate for collective bargaining apart from the classifications with which it is now grouped in a certified bargaining unit.

3. United Steelworkers of America, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (locomotive and car shop employees). The application was rejected for the reason that it was not supported by a majority of the employees eligible to vote in a representation vote conducted by the Board (L.G., Oct., p. 1157).

4. United Steelworkers of America, applicant, and Iron Ore Company of Canada, Seven Islands, Que., respondent (loading dock employees) (L.G., Nov., p. 1285).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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The application was rejected for the reason that the Board was of the opinion that it lacked jurisdiction in the matter.

Representation Votes Ordered

1. United Steelworkers of America, applicant, and Iron Ore Company of Canada, Seven Islands, Que., respondent, and Schefferville Iron Miners' Association, Intervener (L.G., Oct., p. 1156). The names of the applicant and intervener will appear on the ballot (Returning Officer: Remi Duquette).

2. Sept-Iles Railway Employees Association, applicant and intervener, and the United Steelworkers of America, applicant and intervener, and the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (warehouse and stores employees) (L.G., Oct., p. 1157). The names of the Sept-Iles Railway Employees Association and United Steelworkers of America will appear on the ballot (Returning Officer: Remi Duquette).

3. Seafarers' International Union of North America, Canadian District, applicant, and Davie Transportation Limited, Montreal, respondent (see below) (Returning Officer: C. E. Poirier).

4. Seafarers' International Union of North America, Canadian District, applicant, and Guy Tombs Marine Services, Limited, Montreal, respondent (see below) (Returning Officer: C. E. Poirier).

5. Seafarers' International Union of North America, Canadian District, applicant, and Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., respondent (see below) (Returning Officer: C. E. Poirier).

Application for Certification Withdrawn

General Truck Drivers and Helpers Union No. 31, applicant, and Southern Freightways Corporation Ltd., Vancouver (L.G., Sept., p. 1038).

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including chief engineers, employed aboard vessels operated by Davie Transportation Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

2. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including chief engineer, employed by Guy Tombs Marine Services Limited, Montreal, aboard the MV *Ethel Tombs* (Investigating Officers: Remi Duquette and C. E. Poirier).

3. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including chief engineers, employed aboard vessels operated by Quebec Paper Sales and Transportation Company Limited, Donnacona, Que. (Investigating Officers: Remi Duquette and C. E. Poirier).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of TV studio watchmen employed by the Canadian Broadcasting Corporation in Montreal (Investigating Officer: C. E. Poirier).

5. Building Service Employees' International Union, Local 298, on behalf of a unit of building service employees of the Canadian Broadcasting Corporation employed at Montreal (Investigating Officer: C. E. Poirier).

6. International Brotherhood of Electrical Workers, Local 424, on behalf of a unit of electricians employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon and Northwest Territories (Investigating Officer: D. S. Tysoe).

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of truck drivers and warehousemen employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon and Northwest Territories (Investigating Officer: D. S. Tysoe).

8. United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon and Northwest Territories (Investigating Officer: D. S. Tysoe).

9. Building Material, Construction and Fuel Truck Drivers Union, Local 213, on behalf of a unit of warehousemen and checkers employed by The British Yukon Railway Company, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

10. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Atlantic Broadcasters Limited, Antigonish, N.S. (Investigating Officer: D. T. Cochrane).

11. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated

by Transit Tankers and Terminals Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

12. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by Beaconsfield Steamships Limited, Montreal (Investigating Officer: C. E. Poirier).

13. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Marine Industries Limited, Sorel, Que. (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister appointed conciliation officers to deal with the following disputes:—

1. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 510 (Conciliation Officer: G. R. Currie).

2. Canadian National Railways (Regional Accounting Office) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

3. Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

Conciliation Boards Appointed

1. Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (see above).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with matters in dispute between the St. Charles Transportation Company Limited, Quebec, and the Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1158) was fully constituted in October with the appointment of His Honour Judge Achille Pettigrew, Quebec, as Chairman. Judge Pettigrew was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, QC, and William Maxwell Ford, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Nov., p. 1287) was fully constituted in October with the appointment of Thomas W. Laidlaw, QC, Winnipeg, as Chairman. Mr. Laidlaw was appointed by the Minister on the joint recommendation of the other two members, Harold J. Riley, QC, and Thomas McGregor, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Report Received

1. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV), Windsor, Ont., and the National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1158). The text of the unanimous report is reproduced below.

Settlements Following Board Procedure

1. Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (L.G., May, p. 542).

2. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV), Windsor, Ont., and the National Association of Broadcast Employees and Technicians (see above).

Settlement Following Strike Action

1. CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1158).

Work Stoppage Following Board Procedure

1. Canadian Pacific Railway Company (SS. *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 172).

Report of Board in Dispute between

Western Ontario Broadcasting Co. Limited (CKLW and CKLW-TV)

and

National Association of Broadcast Employees and Technicians

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the Western Ontario Broadcasting Co. Limited (CKLW and CKLW-TV), Windsor, Ont., and the National Association of Broadcast Employees and Technicians.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and Earl Watson, Windsor, nominees of the company and union respectively.

The text of the report is reproduced below, omitting Appendix "A" and Wage Schedule.

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the above mentioned parties was composed of His Honour Judge J. C. Anderson, Chairman, Mr. H. Brooke Bell, QC, company nominee, and Mr. Earl Watson, union nominee.

The Board was constituted on or about the 22nd day of August, 1955, and by agreement between the parties the first meeting of the Board was held in Windsor on the 19th of September 1955, and the second meeting of the Board was held in Windsor on the 20th of September 1955.

At both meetings of the Board the company was represented by—

Philip D. Isbister, Esq., as Counsel,
W. J. Carter, Esq., Director of Engineering of the company,
W. H. Gattfield, Esq., Treasurer of the company,

and the union was represented by—

Edward B. Jolliffe, Esq., QC, as Counsel,
T. J. O'Sullivan, Esq., Regional Director of the union,
William Spinks, Esq., Unit Chairman, and Messrs. Roger Wood, Esio Marzoto, Arthur King, Roland LeBlanc, members of the union bargaining committee.

The union was certified by the Canada Labour Relations Board on April 15, 1955, and after a number of meetings an agreement was reached on most clauses to be contained in a collective bargaining agreement, but on certain matters the company and the union could not agree, and these matters were referred to your Board for investigation and report. These matters were:—

1. Wages and Classifications.
2. Union Security.
3. Vacations and Holidays.
4. Effective Date of the Agreement.

On September 19 the full submissions of both parties with respect to the issues in dispute were heard by the Board, and the Board then spent the remainder of September 19 and all of September 20 including an evening session in an effort to assist the parties in arriving at an agreement upon the above matters referred to the Board. As a result of the Board's effort and with the co-operation of the parties the issues referred to the Board were resolved on the following basis:—

1. *Wages and Classifications:*

(a) The minimum wage schedule shall be as set out in Appendix "A" (appendix "A" omitted).

(b) Employees now in the bargaining unit shall be integrated into the said wage schedule as follows (schedule omitted).

2. *Union Security:*

(a) During the first six months of the agreement, the company agrees to deduct an amount equal to one and two-thirds per cent (1⅔%) of gross monthly earnings of each employee who shall authorize the company in writing to do so. Such deduction to be made commencing with the first calendar month following receipt of the written authorization and to be irrevocable for the term of this agreement.

(b) During the last six months of the agreement, the company agrees to deduct an amount equal to one and two-thirds per cent (1⅔%) of gross monthly earnings of every employee in the bargaining unit.

(c) The company agrees to remit the moneys so deducted to the union or its nominee monthly by cheque.

(d) The company agrees to deduct an amount equal to one and two-thirds (1⅔%) of gross monthly earnings monthly, commencing with the fourth month of employment of each employee hired after the coming into effect of this agreement.

3. *Vacations and Holidays:*

(a) Employees shall be entitled to an annual vacation with pay on the following basis: If employed six (6) months on July 1 of any calendar year, one (1) week within the calendar year. If employed twelve (12) months on July 1 of any calendar year, two (2) weeks within that calendar year. If employed ten (10) years on July 1 of any calendar year, three (3) weeks within that calendar year.

(b) In addition to the foregoing, the company recognizes seven (7) statutory holidays, and agrees to give an additional week's vacation in lieu of pay for five such holidays. The remaining two, Christmas and New Year's Day, to be compensated for as shall be mutually agreed upon.

4. *Effective Date and Term of Agreement:*

This agreement shall be in full force and effect from October 1, 1955, to September 30, 1956.

5. *Retroactivity:*

Each member of the bargaining unit now in the employ of the company shall receive the sum of $50 settlement pay.

6. *Extra Compensation for Performance of Technical Director's Duties:*

This will be provided for in the agreement in accordance with the arrangements acceptable to the parties as advanced by the company before the Board of Conciliation.

7. The agreement to be drafted and executed by the parties shall contain, in addition to the foregoing, those items agreed to during negotiations between the parties and recorded in the minutes of said negotiations, which shall be incorporated into the agreement in extended form and in language acceptable to the parties.

The union representatives present at the meetings agreed to recommend that the issues referred to the Board be conciliated on the basis above set out, and thereafter the union membership ratified the said basis of settlement. Since that date the Board has been informed that the company and the union have incorporated the basis of settlement in a contract and a copy of the said contract as executed by the company representatives and the union representatives is attached to the first copy of this report.

Dated at Belleville, this 11th day of October 1955.

(Sgd.) J. C. Anderson,
Chairman.

(Sgd.) H. Brooke Bell,
Company Nominee.

(Sgd.) E. R. Watson,
Union Nominee.

Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its decision in a case heard on October 4, 1955.

The dispute concerned the claim of certain maintenance of way employees to employment which had been assigned to persons other than employees holding seniority under the current agreements. It was alleged that this violated the agreements.

The claim of the employees was not sustained by the Board.

The dispute is summarized below.

Case No. 660—*Dispute between the Canadian National Railways and the Brotherhood of Maintenance of Way Employees concerning the claim of certain employees for time worked by contractor's gangs laying rails and ballasting.*

In presenting its case the union said that early in the year positions of extra gang foremen, assistant foremen, various machine operators and their helpers for various extra gangs were advertised by bulletins under the provisions of Wage Agreement No. 12 to employees holding seniority under that agreement. The positions were subsequently assigned to the successful applicants, who then held contractual rights to such positions under the agreement.

It was alleged by the union that on and after June 1, 1955, the aforementioned employees were displaced from their positions, and that these positions were filled by persons who held no seniority under the agreement.

The company claimed that the men said by the union to have displaced those with seniority were employed by outside contractors and were not railway employees at all.

Since the beginning of railroading, the company stated, and continuing to the present day, certain track, bridge and building work has been performed by outside contractors. In some phases of this work, foremen, assistant foremen, machine operators and helpers were loaned to these contractors and assigned from the ranks of maintenance of way employees. Such employees were usually continued on the railway payroll and, since the days of wage agreements, have been compensated in accordance with the provisions of such agreements while carried on the railway payroll. For rail laying and ballasting work being performed under current contracts no such employees were loaned.

According to the railway's contention, the wage agreements with the Brotherhood of Maintenance of Way Employees do not contain, and never have contained, rules prohibiting or restricting the contracting of work, which is the prerogative of railway management.

The company argued that Section 14 of the wage agreement, which had been quoted by the union, referred to railway employees in departments other than the Maintenance of Way Department. The section reads as follows:

> Except in cases of emergency or temporary urgency, employees outside of the maintenance of way service shall not be assigned to do work which properly belongs to the Maintenance of Way Department, nor will maintenance of way employees be required to do any work except such as pertains to his division or department of maintenance of way service.

The Board did not sustain the employees' contention but it recommended that, in future contract jobs, when practicable, the parties concerned reconsider their position with regard to the use of such railway personnel as those referred to in the case.

Mine-Mill (Canada) Not Yet in Existence, Application Rejected

An application for certification by the International Union of Mine Mill and Smelter Workers (Canada) was rejected last month by the Ontario Labour Relations Board because, as the union's Canadian constitution had not yet come into effect, the organization described in the application was held to be not yet in existence.

The Union was seeking certification as bargaining agent for employees at the Port Colborne General Hospital.

The question which the Board considered that it had to decide was whether the Union in question was, at the time of the application, part and parcel of the International Union of Mine Mill and Smelter Workers or whether it was a new entity.

The facts given in the Board's report are as follows:—

At the 50th convention of the International Union of Mine Mill and Smelter Workers in March 1955, a constitutional amendment was passed which in effect gave the local unions in Canada the right to form a practically autonomous central body. The resolution stated in part that "all local unions in Canada shall be a part of and shall be bound by the provisions of the said Canadian constitution. The International Executive Board and the International President shall take no action inconsistent with the Canadian constitution and shall otherwise take no action having specific and direct application to the Canadian membership without consultation with and approval of the Canadian Executive Board. All rights, title and interest of any kind possessed by the International Union shall be vested solely in the Canadian Executive Board. . . ."

This constitutional amendment was adopted by international referendum vote on May 16, 1955.

At a convention of the Canadian membership of the Union held in Rossland, B.C., in July 1955, a Canadian constitution was adopted and a Canadian executive board was elected. The Canadian constitution, however, was to come into effect on the taking of a referendum vote among Canadian members of the International Union. The Board said it had information that the required referendum vote had not been taken, neither had any arrangements been made for taking it.

Considering all these facts the Board found that since the referendum vote had not been taken and the Canadian constitution had not yet come into effect, the organization described in the application was not yet in existence. Consequently it decided that "the documentary evidence filed by the applicant cannot, in the circumstances of this case, be treated as valid evidence of membership in such an organization".

Changes in Wage Rates and Other Provisions in Collective Agreements, Oct. '54 to Oct. '55

Wage rates were increased in three out of every four agreements in sample of contracts negotiated in year ending October 1. The largest proportion of the increases was in range of 5 to 9·9 cents an hour

Wage rates were increased in three out of every four of a sample of collective agreements negotiated in the year ending October 1. Out of 555 agreements analysed, 525 could be compared with the previous agreements and changes in provisions for wage rates and other working conditions were noted. Slightly more than 350,000 workers are covered by the 525 collective agreements.

A comparison of the findings with those of a similar survey of agreements becoming effective during the previous year (L.G., March, p. 319) indicates that approximately the same proportion of agreements provided for increased wage rates in both periods. In both years the largest proportion of increases was in the range of 5 to 9·9 cents an hour. However, in the most recent year a larger number of wage settlements were for amounts up to 4·9 cents and a lesser number provided increases of 10 cents and more than in the preceding year. The two surveys are not strictly comparable since the same agreements were not necessarily used in each year, and the coverage differs to some extent.

It appears that more of the larger bargaining units benefited from wage rate increases during the period October 1, 1954, to October 1, 1955, than during the preceding year: 87 per cent of all workers against 66 per cent. The various proportions of workers affected by wage rate changes in collective agreements during the past two years is illustrated by the accompanying chart, which shows the percentage of workers covered by collective agreements according to the size of the wage rate increase. This may sometimes differ from the number of workers actually receiving a given wage rate increase. Some agreements, for instance, do not provide a uniform increase in wage rates for all the job classifications. In such cases the wage increase to the largest occupational group was applied to the entire bargaining unit.

The collective agreements from which the information in this article is taken are part of a sample of 1,000 agreements used in the Economics and Research Branch for analytical purposes. From this sample, 555 agreements covering 366,800 workers, renegotiated between October 1, 1954 and October 1, 1955, have been compared with the previous agreement for changes in wage rates and working conditions. Other contracts in the sample were renegotiated during the period under review but copies of them had not been forwarded to the Branch in time to be included.

Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where, under a particular agreement the wage increase varies in amount among occupational groups, the increase is taken to be the amount applicable to the largest occupational group. In agreements having a term longer than one year and providing for wage adjustments at various specified times, only the total amount applicable during the first year of the contract is used.

A large majority of the 555 contracts included an increase in wage rates, and/or a reduction in hours of work, an increased number of paid statutory holidays and liberalized vacation provisions. In addition, health, welfare and/or pension plans were introduced in a small number of contracts. Wage changes were still the most frequent contract change as shown by the following distribution:

Change in:	Per Cent of Total Agreements	Per Cent of Total Workers Covered
Wage rate change only	37.8	37.9
Wage rate change and change in one or more other items	33.7	46.1
No change in any item	15.5	8.9
Change in items other than wage rates only	7.6	3.7
Agreements non-comparable as to wage rates—		
No change in other items	4.3	3.0
Change in other items	1.1	0.4

The frequency of wage rate changes and changes in other working condition provisions was as follows:

Type of Contract Change:	Per Cent of Total Agreements	Per Cent of Total Workers Covered
Wage increase	71.5	84.1
Vacation plan	21.8	26.2
Paid statutory holidays	14.8	20.8
Hours of work	11.0	8.3
Introduction of health, welfare and/or pension plans	10.3	6.5

Wage Rate Changes—As may be seen from the accompanying table, a majority of the 555 collective agreements in the survey provided increases in wage rates in amounts up to 9·9 cents per hour. In approximately 75 per cent of all the agreements, this wage rate increase became effective at the same date as the agreement. In the case of 44 agreements affecting 39,000 workers, however, wage rates were increased more than once during the first year of the agreement. The increase in the wage rates was scheduled for a date subsequent to the effective date of the agreement in 36 agreements affecting 25,000 workers.

Most of the agreements with wage rate increases of 15 cents or more were to run for a period of two years, and the amount of increase recorded was usually the sum of two increases within the first year of the agreement. In other agreements where rates were increased by 15 cents or more per hour, part of that amount was to compensate for a reduction in the number of regular hours of work per week.

Of 168 contracts which were to be in effect for a period of two years or more, 145 provided an increase in wage rates. Of these, 63 contracts stipulated a first increase within the first year of the contract and a further increase or increases after the first year. Second or third wage increases usually took place on the anniversary dates of the agreement. Other two-year agreements with an initial wage increase contained a clause whereby wage rates could be discussed again at the termination of each year during the life of the agreement.

Cost-of-Living Escalator Clauses—Few of the agreements examined contained a clause governing the periodic adjustment of wage rates according to changes in the consumer price index. Only 39 agreements affecting 20,000 workers still retained these escalator clauses. In 20 agreements covering close to 18,000 employees, escalator clauses were not renewed, while such clauses were introduced in only four agreements covering small groups of workers.

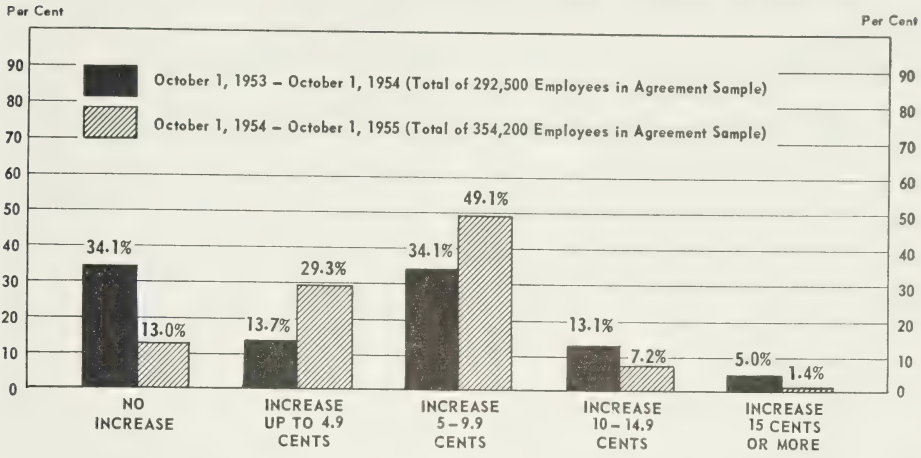
Hours of Work—Regular hours of work were reduced under 60 collective agreements affecting 30,000 workers. In 75 per cent of these, the work week was reduced to 40 hours, while in the others the reduced work week still exceeded 40 hours. As in the case for wage increases, the reduction in regular hours of work usually became effective on the same date as the agreement. But in some agreements, it was

CHANGES IN WAGE RATES PROVIDED IN COLLECTIVE AGREEMENTS

(In 555 agreements signed between October 1, 1954 and October 1, 1955)

—	All Industries				Manufacturing			
	Number of Agreements		Number of Workers Covered		Number of Agreements		Number of Workers Covered	
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent
No change in wage rates	128	24·4	46,000	13·0	72	24·3	25,700	13·6
Wage rates increased	397	75·6	308,200	87·0	224	75·7	163,700	86·4
Up to 4·9 cents per hour	*157*	*29·9*	*103,900*	*29·3*	*98*	*33·1*	*42,900*	*22·6*
5–9·9 cents per hour	*188*	*35·8*	*174,000*	*49·1*	*106*	*35·8*	*107,000*	*56·5*
10–14·9 cents per hour	*41*	*7·8*	*25,400*	*7·2*	*19*	*6·4*	*12,700*	*6·7*
15 or more cents per hour	*11*	*2·1*	*4,900*	*1·4*	*1*	*0·4*	*1,100*	*0·6*
Totals—agreements with comparable wage rates	525	100·0	354,200	100·0	296	100·0	189,400	100·0
Agreements where wage rates were not comparable	30	.....	12,600	.....	23	.....	7,900	.....
Totals—all agreements examined	555	.....	366,800	.....	319	.....	197,300	.....

PERCENTAGE OF EMPLOYEES RECEIVING WAGE RATE INCREASES
IN SAMPLE OF COLLECTIVE AGREEMENTS SIGNED BETWEEN
OCTOBER 1, 1953 AND OCTOBER 1, 1954 AND BETWEEN OCTOBER 1, 1954 AND OCTOBER 1, 1955



stipulated that the reduction in hours would take place at a later date or that the 40-hour work week would be reached through a gradual reduction in the number of hours.

Paid Vacations—Next to wage rate increases, improved vacation plans were the most frequent agreement change. Vacation plans were changed in slightly more than 20 per cent of the 555 agreements examined. Of the 120 agreements with improved vacation plans, one-third introduced a third week of vacation. The service requirement for the third week of vacation varied considerably, but in a majority of cases was set at 15 years. In 30 other contracts the number of years of service needed for a third week of vacation was reduced, usually by three or five years to 20 or 15 years of service. A reduction in service requirements, generally to five years, for a second week of vacation was also found in 29 agreements. A fourth week of vacation, mostly after 25 years of service, was added in 13 collective agreements.

Paid Statutory Holidays—An additional paid statutory holiday was granted by 42 agreements covering 56,000 workers. Under 25 other contracts affecting 14,000 workers there were two more paid holidays. From three to six additional holidays were provided in 11 agreements for a total of 4,000 workers. Where the number of statutory holidays was increased, it was generally brought to a total of seven or eight holidays.

Pension and Welfare Plans—Welfare plans were introduced under 47 agreements covering 21,000 workers. Benefits made available by these plans include one or more of the following: medical and/or accident insurance, group life insurance and paid sick leave. Pension plans were also introduced under 10 agreements. Pension and welfare plans were not generally detailed in the agreements.

(Continued from page 1374)

consequence of its dispute with the CCL national body, due to a disagreement between the CCL and the international UMW on certain jurisdictional matters. It was felt that amalgamation without the UMW would rob the Federation of half its numerical strength and an even greater portion of its leadership and vigorous spirit; and that since CCL provincial federations had been given two years to merge with their TLC counterparts there was no need to hurry matters.

In the election of officers at the closing session, Sid Oram, UMW officer, was re-elected to head the Federation for his fifth term. He was elected without opposition. Also re-elected as First and Second Vice-presidents were Martin Merner, Sydney, and John Lynk, Glace Bay. Others re-elected were Secretary-Treasurer Ben O'Neill of Sydney, and executive members Harry Terris, Springhill; Don Nicholson, Stellarton; and Fred Nicholl, Halifax.

Legislation Enacted by Parliament of Canada during 1954-55 Session

Most important of the session's labour legislation were amendments to Unemployment Insurance Act and Government Employees Compensation Act

The second session of the 22nd Parliament opened on January 7 and was prorogued on July 28.

The most important of the labour legislation of the session were the extensive amendments to the Unemployment Insurance Act, which included an increase in the benefit rates, provision for a new benefit formula and changes in the rates of contributions. The Government Employees Compensation Act received a considerable number of amendments, mostly of an administrative nature.

Unemployment Insurance

Extensive amendments made to the Unemployment Insurance Act went into force on October 2. The Bill, as introduced on April 5, was summarized on page 569 of the May issue of the LABOUR GAZETTE. It received second reading on May 9 and was referred to the Standing Committee on Industrial Relations. Several amendments were made to the Bill in Committee and also in the Committee of the Whole House to which the Bill was subsequently referred. The most significant of these are noted below.

The Bill as introduced had reduced the maximum period of regular benefit from 51 to 30 weeks but provided that for a transitional period of three years after the Act went into force insured persons having an existing equity would not be limited to 30 weeks' benefit. The Committee on Industrial Relations recommended that the period of maximum benefit be increased beyond the 30 weeks provided for in the Bill. The Bill was accordingly amended in the Committee of the Whole House to provide that the maximum duration of regular benefit will be 36 weeks.

The period during which appeals may be made from decisions of the Insurance Officer and the Board of Referees was extended. A person may appeal to the Board of Referees from a decision of an Insurance Officer within 30 days rather than 21 days, as before. An appeal to the umpire from a decision of a Board of Referees must be made within 60 days instead of 30 days.

A further amendment made by the Industrial Relations Committee requires that regulations made by the Commission to give effect to a decision to bring employments under the Act or exclude employments from its operation must be approved by the Governor in Council. Furthermore, regulations made by the Commission with the approval of the Governor in Council imposing additional conditions relating to contributions or benefits to part-time or seasonal workers, to those paid on the basis of piece-work or other basis other than time, or to married women, must now be reported on by the Unemployment Insurance Advisory Committee before they are made.

Changes were also made with respect to the appointment of the Unemployment Insurance Commissioners. As before, three Commissioners are provided for, including the Chief Commissioner. The amendment provides that the Chief Commissioner is appointed for 10 years and the other two Commissioners for a period not exceeding 10 years. A Commissioner ceases to hold office when he reaches 65 years of age but may be reappointed on a year-to-year basis. Formerly, the Chief Commissioner held office for 10 years and the other Commissioners for five years but they were eligible for reappointment. All three Commissioners, however, previously became ineligible for office at age 70.

Government Employees Compensation

A number of amendments were made to the Government Employees Compensation Act, chiefly designed to improve the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

administration of the legislation. Under the Act, which was first passed in 1918 and consolidated in 1947, federal Government employees are eligible for payment of compensation, medical and hospital expenses and other benefits from the federal treasury for disablement from accident or industrial disease arising out of their employment. The right to compensation and the amount are determined by the provincial Workmen's Compensation Boards. Approximately 200,000 government employees are covered by the Act.

One of the changes is that compensation is now paid in accordance with the Workmen's Compensation Act of the province *in which the employee is usually employed,* rather than, as under the earlier wording of the Act, according to the law of the province *in which the accident occurred* or the disease was contracted. In introducing the Bill in the House of Commons, the Minister of Labour stated: "It is considered that this change will bring the application of the legislation more closely in line with provincial workmen's compensation legislation which applies, generally, if the employee's usual place of employment is in the province even though the specific accident may have occurred outside the province." The Governor in Council is authorized to make regulations for determining the place where the employee is usually employed.

Provision was made for the inclusion within the definition of "employee" of persons who are not paid a direct wage or salary but who are otherwise employees of Her Majesty, as, for example, persons on loan to a Government agency from private industry. Previous to the amendment only persons paid a direct wage or salary by the Crown were covered.

In order to provide for uniformity in the application of the Act to employees assigned to employment outside of Canada, an amendment provides that such employees will be deemed to be employed in Ontario. Formerly these persons were, for the purpose of granting compensation, deemed to be employed in the province where they were ordinarily resident immediately prior to entering employment outside of Canada.

A new section provides statutory authority for granting compensation for employees engaged locally outside of Canada. If such an employee is usually employed in a country having a law providing for a system of workmen's compensation payable out of an accident fund, the Treasury Board may approve that payments be made out of the Consolidated Revenue Fund to the accident fund as may be deemed necessary by the Minister of Labour. Where such a system of workmen's compensation is not in effect, the Minister, with approval of Treasury Board, may award compensation as he deems fit to an employee locally engaged outside of Canada who suffers injury arising out of and in the course of employment or contracts an industrial disease, or to his dependants in case of his death. Previously, locally engaged staff were excluded from the Act but a Treasury Board regulation authorized a Canadian Government Department which maintained a post abroad to pay the employer's contribution if the country concerned had passed a workmen's compensation law. Where there was no such law the Treasury Board authorized appropriate compensation on the recommendation of the Department of External Affairs according to the circumstances of each case.

Several changes were made with respect to third party action and subrogation. The Act permits the prosecution of actions instituted by an employee, or by the Crown under subrogation of the right of the employee, against third parties for damages for negligence, as an alternative to claiming compensation under the Act. The Act provides that if the employee elects to sue the third party rather than take compensation and fails to obtain what he is entitled to under the Act, he is to be paid the difference between what he actually obtains through court action and the amount of the statutory compensation. An amendment permits him to claim the difference if he has settled out of court with the Minister's consent. Where an employee elects to take compensation and the Crown recovers a larger sum from the third party, a new provision authorizes payment to the employee of the amount in excess of the compensation paid. Formerly any excess was paid into the Consolidated Revenue Fund. A further amendment to this section provides that the parent, tutor or guardian of an infant dependant may make an election for such dependant.

A new section provides for the payment of supplementary expenses, on recommendation of the Minister, in cases where the death of an employee entitled to compensation occurs at a place other than the place where he is usually employed.

Finally, the Minister of Labour was given the authority to promote accident prevention activities in the federal public service. The Minister stated in the House that the accident prevention program in this field is comparatively new and that in promoting

accident prevention the Department of Labour is co-operating with all existing accident prevention agencies within the government service.

Blind Persons' Allowances

Amendments to the Blind Persons' Act, which provides for federal-provincial agreements to be made for payment of allowances to needy blind persons, lowered the age of eligibility for a blind persons' allowance from 21 to 18 and increased the maximum income allowed.

The amounts of maximum income allowed, including the allowance, are raised by $120 in the case of a single person or $240 in the case of a blind recipient living with a spouse. The amounts of maximum income now allowed are $960 a year for an unmarried blind person, $1,160 a year for an unmarried person with a dependent child or children, a combined income of $1,560 for a married blind person with a sighted spouse and $1,680 for a blind person with a blind spouse.

The maximum federal contribution in respect of a recipient is 75 per cent of $40 a month.

Bills Not Passed

For the third consecutive year, Mrs. Ellen Fairclough (Hamilton West) introduced a Bill to prohibit discrimination between men and women in rates of pay for work of comparable character, similar to the equal pay laws in effect in Ontario, Saskatchewan and British Columbia. The proposed legislation would have applied to works and undertakings under federal jurisdiction, including Crown Corporations and the federal Civil Service. In the debate on second reading of the Bill, the Minister of Labour stated that he was not prepared to support the proposed legislation at that time but considered that further investigation was desirable before final conclusions were reached as to the kind of legislative action necessary in the federal field and that a study of the problem would be carried forward quickly to completion. The Bill was defeated by a vote of 107 to 83.

A Bill introduced by Stanley Knowles (Winnipeg North Centre), the same as the one introduced during the past few years, sought to provide for the voluntary revocable check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bargaining agent. This Bill was defeated by a vote of 133 to 54.

Labour Legislation in Alberta, 1955

Three safety measures passed at this year's session: revised Boilers and Pressure Vessels Act and Coal Mines Regulation Act and new Gas Protection Act that makes provision for certification of gas fitters

The Alberta Legislature met on February 17 and prorogued April 6. Two of the major safety laws of the province were revised—the Boilers and Pressure Vessels Act and the Coal Mines Regulation Act. Changes were made to bring both laws up to date with developments in their fields.

A new Gas Protection Act was passed to provide for provincial regulation and inspection of gas installations and equipment for consumers and the compulsory certification of gas fitters.

Alberta Coal Mines Regulation Act

A completely revised and consolidated Coal Mines Regulation Act was passed, effective July 1, replacing the Act of 1945.

New provisions were added dealing with diesel locomotives, trucks, underground filling stations, coal dust, accumulation of water, fire precautions, first aid and hospital facilities and barriers of coal between adjoining mines. Most of the new sections are designed to protect the employees against fire and explosions from coal dust and from the danger of accumulations of water. Many provisions formerly in the regulations were transferred to the Act, including the regulations regarding strip pit mines and provisions respecting the care and handling of explosives, ventilation, wash houses, rock dusting and examination procedure for granting certificates. New regulations under the revised Act were issued recently and are summarized on page 1292 of the November issue.

The new Act does not differ in principle from previous legislation. It regulates the operation of coal mines (both underground and strip mines) to ensure safety, adequate working conditions, and the efficient production of coal.

So that the technical management of a mine may be undertaken only by a qualified person, either the owner himself or his agent in charge of the mine is required to hold a first class miner's certificate. The legislation also sets out the basic organization required for the operation of a mine: an overman next in line from the manager, who must hold a first or second class miner's certificate and whose duties are specified; examiners, who must hold first, second or third class miners' certificates, and on whom rests responsibility for daily inspection; and qualified shot-firers. A professional mine surveyor must be appointed to make the required surveys and plans of the mine, and where electricity over 200 kilovolt amperes is used in the mine, a mine electrician must be appointed. As to the miners themselves, men may not work at the working face unless they hold certificates or learners' permits.

An owner may not begin operation of a mine without a permit from the Director of Mines, and he must also have a permit to abandon a mine. In addition to his responsibility to require safe operation of a mine, the Director may also order that wasteful operations be remedied, if a district inspector reports that the method of operation of a mine is such that the coal is not being recovered as economically as possible. If the mine management disputes the reasonableness of an order made by the Director, the dispute is to be settled by arbitration in a manner set out in the Act.

As to conditions of employment, the minimum age for employment in or about a mine is 17 years; maximum hours underground are eight in a period of 24 hours except in special circumstances. A person applying for a miner's certificate must present a medical certificate certifying that he is physically fit to perform the duties of a miner, and any person who has not previously been employed in the province or who has not been employed in a mine for six months must furnish the mine management with such a certificate including a certificate that his eyesight is satisfactory. Where miners' wages are related to the coal mined, there is provision in the Act for the election by the mine employees of a check weigher, who is paid by them and who may be removed from office by a vote of the employees who elected him. The management of the mine may not remove a check weigher from office, but may lodge a complaint with a judge of the district court, who may order his removal if he finds grounds sufficient to justify it.

Certain requirements are set out in respect to mine buildings, including the requirement that wash houses must be provided and equipped with showers and hot water.

The precautions required to be taken because of the particular hazards peculiar to mines are set out in detail. These have to do with adequate supports to prevent cave-in, safe methods of shot-firing and blasting, adequate ventilation and safeguards against dangerous gases, prevention of the accumulation of water, prevention of coal dust explosions, precautions against fire, adequate means of raising and lowering men and materials, and safe transportation within the mine.

Provision is made for an extensive system of inspection to carry out the provisions of the Act. The Act provides for the appointment of a District Inspector, assistant District Inspector and an electrical inspector, all of whom are required to hold first-class miners' certificates.

The inspector must visit every mine in his district as often as his duties permit and circumstances require. He may enter and inspect the mine at any time and make any inquiry or examination necessary to ensure that the Act is being complied with. He may require the production of any report, book, document or any other thing necessary for carrying out the inspection.

If an inspector finds that any mine or part of a mine is endangered, he may order remedial measures to be taken and the men to be withdrawn from the mine or part of the mine concerned, but the owner, agent, or manager may appeal to the chief inspector against the inspector's orders concerning remedial measures, and if agreement is not reached the matter must be settled by arbitration.

The Minister of Mines may direct an inspector to hold a formal investigation of any accident in any mine or any matter connected with the working of any mine.

Inspections cover the following matters: shafts, slopes and tunnels, underground roadways, mine outlets, methods of work, ventilation, gases, inflammable dusts, electricity in all its forms, steam and compressed air equipment, hoisting and haulage apparatus, coal-cutting and loading machinery, care and use of explosives, shot-firing, roof and side control of working

places and roadways, timbering and mine supports generally, health conditions and such other matters as affect underground workmen, duties assigned to certificated officials and workmen, and inspection of surface equipment and related matters.

In addition to making inspections, inspectors act as presiding examiners at examinations held under the Act, and inquire into the causes of all fatal and serious accidents.

At each mine, the owner or agent is required to appoint in writing one or more examiners, who hold a first, second or third class certificate and whose duties consist of making inspections with regard to the presence of gas, ventilation, the conditions of the roof and sides and general safety. The mine is to be divided into districts and one examiner appointed for each district on each shift. In a small mine the manager may act as examiner if he can properly discharge both functions. The examiner must devote his whole working time to his duties as examiner except in a small mine (i.e., a mine in which not more than 30 men are employed underground in the space of a 24-hour day) where he is employed in measuring work done in firing shots or where his other duties do not prevent him from thoroughly carrying out the inspection assigned to him. The Act also requires the manager to appoint persons from amongst the mine employees to perform special inspection functions.

In addition to government inspection and the inspection that the management is required to perform, the Act authorizes the mine employees to appoint an inspection committee of two persons to be paid by the persons who appointed them. In order to be eligible for such an appointment the person must have had at least five years' experience in underground work and hold a miner's certificate. A person appointed to an inspection committee in a strip mine must have had at least one year's experience in strip mining.

The inspection committee may, at least once a month, inspect the shafts, roads, levels, workings, airways, ventilating apparatus and old workings and machinery. When an accident occurs which is required to be reported, the committee may inspect the place of the accident in order to ascertain the cause, and when a serious or fatal accident or emergency arises the committee may enter the mine as soon as an official is able to accompany them.

The principal new provisions are described below.

Certificates of Competency

Three classes of certificates for underground mining are provided for as well as a manager's certificate for a strip mine, a foreman's certificate, blaster's certificate, mine surveyor's certificate, two classes of mine electrician's certificates, a miner's certificate and a miner's permit. The certificates are the same as before except that there are now two classes of electrician's certificates instead of one. To be eligible for the new electricians' certificates (second class) the candidate must be at least 20 years of age and have had one of the following types of experience: (1) one year's electrical experience in a mine; (2) two years' practical electrical experience including six months' experience in a mine; or (3) a diploma or degree from a recognized school approved by the Board and one year's practical electrical experience in a mine. Candidates for underground mining certificates are now required to hold mine rescue certificates, unless they are exempted by the Director of Mines, and first aid certificates.

The minimum age for candidates for a miner's certificate or provisional miner's certificate is lowered from 20 to 18 years and the holder of a miner's permit must be at least 17 years old, the minimum age for any type of employment in the mine. The miner's certificate is the lowest type of certificate qualifying a person to be employed underground without supervision. Miner's permits are granted to learners who are capable, in the opinion of the district inspector, of being employed at the working face under the supervision of the holder of a miner's certificate or of being employed at a location at the working face designated by the mine manager as a training place and approved for the purpose by the Director.

Mine Safety Rules

Diesel Locomotives

Electric or diesel locomotives may be used only with the written permission of the Director of Mines. Formerly, permission was not required for the use of locomotives operated at a speed of less than six m.p.h. Application for permission must state the type and construction of the locomotive, the sections of the mine in which it is to be operated, the maximum gradient of each haulage road and, in the case of a diesel locomotive, the percentage of inflammable gas present in the general body of air.

The track on which a locomotive is operated in a mine must be strong, rigid and properly laid and maintained so that the locomotive and its load will be supported with maximum safety at all times. Each curve must be of a safe radius and, where necessary, the outer rail must be raised or a guard rail provided. The clearance on each operated road must be adequate to prevent the restriction of air currents and to prevent accidents.

The type of locomotive used must be approved by the Director and all parts and accessories are to be maintained in their proper condition. Flame-proof traps are required to be fitted to diesel locomotives to prevent emission of sparks, flames, smoke and noxious gases.

In order to ensure that the braking system is in good working order, the Act requires that, at least once a week and after repairs and adjustments, the system be examined and tested thoroughly by a capable person appointed in writing for the purpose by the manager. The test is to include an application of the brakes when the locomotive is moving and a continuous application of the air brakes for at least ten minutes with the engine stopped.

At least once a day when a diesel is used it must be examined by a capable person. The flame-proof trap fitted to the exhaust opening of the engine must be detached and replaced by a clean flame-proof trap once a day or oftener if necessary.

Reports of the state of the brakes and flame-proof trap must be entered and signed by the person making them in a book kept at the mine for the purpose.

The manager is to determine the maximum load to be hauled by each locomotive, the maximum speed and other matters necessary to ensure the safe running of trains. Where special precautions are necessary to ensure safe operations, the manager is to have notice of them posted in the roadway, as approved by the district inspector.

The engine of a diesel locomotive is not to be kept running while the locomotive is stationary unless there is sufficient ventilation passing to dilute, render harmless and remove exhaust gases. At least once each month a sample of the exhaust gases is to be taken from the locomotive and tested for carbon monoxide and the locomotive will be deemed defective if the undiluted exhaust gas contains more than two parts per thousand of carbon monoxide.

As regards general operation of locomotives, the Act states that a locomotive is not to be used if it has a defect that is liable to affect its safe operation and is not to be overloaded under any circumstances. The driver must be thoroughly trained in the operation of the unit. The locomotive must not be operated in a mine at an unsafe speed, and on main and tail rope haulages a conspicuous red light or reflector must be shown on the front and rear of each train of cars. When a locomotive in a mine is not in use it must be housed in a suitable housing station approved by the district inspector and the electrical inspector.

With respect to filling diesel locomotives, the Act states that the oil tanks of locomotives must be filled only at filling stations authorized by the manager and approved by the district inspector. The underground filling station must have a smooth concrete floor, be ventilated by a through current of air and constructed of non-flammable material and provided with fire-proof doors opening outward. Adequate fire-fighting equipment must be kept in the filling station, maintained in good working order and approved by the district inspector.

Oil supplied at a filling station is to have a flash point of not less than 150 degrees Fahrenheit as certified by the refiner. It is to be taken below ground only in sufficient quantities for one day's work unless permission to take in a larger quantity is obtained from the district inspector and it must be transported below ground in strong metal receptacles which do not leak. Adequate means must be provided to prevent the spilling of oil during filling of the oil tanks. If any is spilled it must be immediately taken up with sand, deposited in a fire-proof receptacle and removed from the mine at intervals not exceeding 24 hours. All empty oil containers must be taken out of the mine daily. The Act requires that a copy of the section regarding underground filling stations be posted in a conspicuous place at the station.

Trucks

New sections regarding truck roads require that they be maintained in good condition and be of adequate width to provide clearance for safe passing of vehicles at passing points. Where a rear dumping truck discharges its load at a place that is not on level ground a substantial bumping block or other means must be provided to prevent the truck from backing too far. Truck drivers are required to maintain a safe distance between trucks on roads. A flagman is to be on duty to give signals in a strip mine where conditions prevent the exchange of

signals between a truck driver and the operator of a shovel or dragline. During mechanical loading operations no person is to remain in the cab of a truck unless it is protected by a substantial covering.

Coal Dust

The precautions to be taken against a coal dust explosion in underground mines are much more detailed in the new Act. The Act now sets out specifically where the process described as dusting is required, provides for the division of the mine into zones for the purpose of dusting and sets out the method to be used for sampling coal dust. The district inspector is authorized to exempt in writing any mine or part of a mine from these provisions.

The floor, roof and sides of each road that is accessible is to be treated with incombustible dust in such manner and at such intervals of time as will ensure that the dust on the floor, roof and sides will always contain not less than 65 per cent of incombustible dust. This requirement is not necessary, however, if the dust mixture on the floor, sides, timbers and roof of the road contains at least 30 per cent water or if tests show that the floor, roof and sides of a road in their natural condition contain sufficient incombustible matter to comply with the requirements of the section. If methane is present in the ventilating current the minimum amount of 65 per cent of incombustible matter is increased by one per cent for each one-tenth of one per cent of methane in the air.

For the purpose of dusting, each mine is to be divided into zones in a manner satisfactory to the Director. A plan showing the number and location of the zones is to be kept at the mine office and a copy sent to the district inspector. When a new zone is added notice must be sent to the district inspector setting out the location, length and number of each new zone.

Before a part of a road is dusted for the first time with incombustible dust, it is to be cleaned as thoroughly as possible of all combustible dust. No dust may be used if it is prohibited by the Minister of Mines on the ground that it would not be effective or that it would be injurious to the health of persons working in the mine.

As regards sampling, dust is to be sampled at one or more representative places in each zone during each calendar month, and whenever by visual inspection the dust in a zone of entry one hundred feet or more in length appears to contain sufficient coal dust to make the incombustible content of all dust in the zone less than 65 per cent.

The district inspector is authorized to collect check samples whenever he deems fit, and may be accompanied by a mine official and assisted by the official in determining the representative place in each zone at which samples will be collected.

When dust is sampled, the Act requires that separate samples be taken and analysed from the floor of the road and from the roof and sides. The methods of sampling from the different sections of the road are set out in detail. A report of each test is to be recorded in a book kept at the mine for the purpose, showing the zone and exact location at which the sample was taken. Copies of the report are to be posted in the mine and forwarded to the district inspector on or before the twelfth day of the next calendar month.

Accumulation of Water

If a mine working approaches within 120 feet of a place which is likely to contain a dangerous accumulation of water or gas, or any disused workings which have not been examined and found free from accumulations of water or gas, the working which approaches such place must not exceed eight feet in width or height or such greater width as may be permitted by the Director. At least one borehole near the centre of the working face and sufficient flank boreholes on each side at intervals of not more than 15 feet must be kept constantly, at a sufficient distance of not less than 15 feet, in advance. If a working is approaching an overlaying accumulation of water, the district inspector, after consultation with the manager and the engineer, may require that solid pillars be left in or that water be removed from the area.

As before, no water may be allowed to accumulate in a strip mine. However, if the Director is satisfied that it is in the public interest to do so, he may, upon application, permit the accumulation of water in a particular case upon such terms and conditions as he may prescribe. Where combined operations are carried on, adequate ditches and other necessary works must be provided to ensure that water will be prevented from entering the strip mine from adjacent land. The foreman is required to make at least two complete inspections during the shift, one in each half of the shift, of all ditches and areas at which water might enter the mine, and is to enter a report of the inspections in a book kept at the mine for the purpose.

If at any time a condition exists which might cause danger to a person employed either at the surface or underground, the

foreman is immediately to withdraw to safety all persons under his charge and report the condition by the quickest method to the person in charge of underground operations. On receiving the report, the person in charge must withdraw to safety all persons in his charge. Except where necessary for inquiry into the cause of danger, for removal of the danger or for exploration, no person is to be re-admitted to the mine or the dangerous part of it until a competent person has made a further complete inspection and found that the dangerous condition no longer exists, has entered an inspection report in a book kept for the purpose and has had a copy of the report posted in the mine in a conspicuous place.

During abnormal weather or other abnormal conditions the manager must arrange for a continuous patrol of the ditches and other works.

Fire Precautions

Additional fire precautions are contained in the new Act. As previously, suitable chemical fire extinguishers are to be provided at the main entrance to each hoisting shaft, slope or permanent escapeway, at each hoist room or ventilating fan where the housing is not fire-proof and at the bottom of each hoisting shaft. Special precautions must be taken where there exists any danger from grease being stored and inflammable materials are forbidden underground unless they are contained in fire-proof receptacles.

In addition, the Act now prohibits fire to be used for any purpose below ground. However, the district inspector may grant permission in writing to do emergency work and cutting by electricity, if the work is done in a fresh intake of air at a location free from inflammable material. The Act prohibits the use of an internal combustion engine underground unless its use is authorized by the Director in writing and subject to such terms as he may prescribe.

Within 30 feet of a filling station, whether above or below ground, no person may smoke, or use a light other than a locked flame safety lamp or adequately protected electric lamp, or use any means for igniting inflammable gas.

First Aid

Further requirements were also set out with respect to the provision of first aid facilities. As before, properly constructed ambulances or stretchers, splints, bandages, blankets and sufficient medical and other first aid supplies are to be kept at each mine ready for immediate use.

In addition, where more than ten men are ordinarily employed in a mine, the owner, agent or manager must furnish first aid pocket kits and the supplies necessary to keep them replenished. Each crewman, examiner, driver boss or fireman is required to carry a first aid pocket kit when on duty and report to the manager when fresh supplies for the kit are required. Where the district inspector is satisfied that the first aid stations are adequate to meet the need, he may grant exemption from the pocket kit requirements.

Barrier Pillars

Where coal mines adjoin, the owners are required to leave in each seam along the common boundary line a pillar of coal of such width that it and the pillar left by the adjoining property owner will be a sufficient barrier to ensure the safety of the employees in either mine in case the mine on the other property is abandoned or allowed to fill with water. The width of the pillar is to be determined by the Director in consultation with the representatives of the owners or operators, and no mining may be carried on within 100 feet of the boundary line until the determination is made.

Mining is prohibited in the barrier pillar. The surveyor of a coal property may, with the consent of the Director, enter a mine on an adjoining property to survey the position of the workings of the mine along the barrier pillar. Plans of the survey of the faces of the workings along the barrier pillar are to be prepared within 60 days of the extraction of coal adjoining the barrier pillar and must be filed immediately with the owner of the adjoining property, with the Director, and with the District Inspector.

As regards mines adjacent to oil and gas wells the Act states that no coal may be mined within 300 feet of a borehole drilled for petroleum, natural gas or other minerals. Where the mine workings approach within 2,000 feet of a borehole, the owner, agent or manager is to keep at the mine office a plan of the mine showing the position of the workings of the mine in relation to the borehole and projected workings. He must forward a copy of the plan to the Director as soon as the workings approach within 2,000 feet of the borehole and must notify the Director of any additions, amendments or extensions made to the plan.

Approval of Equipment

Only approved equipment, tools or appliances operated otherwise than by hand, and approved explosives and machinery may be used in a mine. A list of such approved equipment was issued in the recent regulations under the Act.

If the Director sees fit he may, on application, issue a special permit authorizing the installation and use for demonstration or experimental purposes.

Steam Boilers and Pressure Vessels

A new and completely revised Boilers and Pressure Vessels Act was passed to bring the legislation in line with modern technical advances in the field. There has been a marked trend towards more uniform pressure vessel legislation in the provinces over the past few years and the Alberta Act is a further step in this direction.

A new feature of the Act is the provision for the appointment of a Board of Advisers to report and advise the Minister of Industries and Labour regarding the formulation of regulations and the administration of the Act generally. The definitions section was revised and the definitions are now similar to those in common use throughout Canada.

A number of matters dealt with in the former Act will now be dealt with by regulations in order that they may be more readily adjusted to meet changing industrial conditions. These include the classification, qualifications and duties of boiler inspectors, and the classification of certificates required according to the capacity of the various types of plant.

Coverage

The coverage of the Act is now set out in detail and is similar to the Ontario and British Columbia Acts. The Act covers all pressure vessels subject to the legislative authority of the province. It does not apply to a steam boiler of two h.p. or less in capacity and less than three cubic feet in volume; boilers used in heating a private residence occupied by not more than four families; unfired pressure vessels and plants operating at, and with relief valves set at 15 pounds p.s.i. or less; vessels six inches or less in diameter and one and one-half cubic feet or less in total volume and those having an internal diameter of 24 inches or less used for storing hot water in a private residence occupied by not more than four families. Also excluded are air receivers or air pressure plants operating at and with relief valves set at 50 pounds p.s.i. or less, a boiler used in connection with an open type hot water heating system; a pressure vessel operated by a railway; shipping containers subject to inspection by the Board of Transport Commissioners; and a pressure vessel subject to the Canada Shipping Act. Refrigeration plants with a capacity of less than three tons and pipe lines subject to inspection by the Board of Public Utility Commissioners for Alberta are also exempted from the Act.

Inspection

With regard to inspections, the Act requires that the owner must have the pressure vessel prepared for inspection in the prescribed manner and at the prescribed intervals. If there is a possibility of gas, vapour or fluid flowing into a pressure vessel or setting while the vessel is being inspected the person in charge must keep someone available to keep gas or fluid out of the vessel or setting.

On inspection, the inspector is to see that pressure vessels are being operated in compliance with the Act or regulations and may examine pressure vessels in the course of construction or when undergoing repairs.

The inspector may set and seal the safety valves prescribed for any pressure vessel or plant, may test the pressure gauge and ensure that the apparatus is safely installed in accordance with the regulations.

At any time when he deems it in the interests of safety the inspector may inspect a pressure vessel, issue an order relating to its future management and operation and forbid its operation until his requirements have been carried out. The inspector is also authorized to issue written instructions for the safe operation of a pressure vessel or for washing out and cleaning the interior and he may forbid the operation of the pressure vessel until the instructions have been complied with.

The engineer or person in charge of a pressure vessel is to assist the inspector in any way required and make full disclosure of any defects in the pressure vessel which are known to him or believed to exist.

A person may apply to an inspector to have a special inspection or test made or other special services performed. The applicant is liable to the Minister for all expenses in connection with the special inspection or services. The owner is also liable for all expenses including a prescribed per diem charge if the inspector has arranged with the owner to make an inspection and the pressure vessel is not ready or, if for any other reason for which the owner can be held responsible, the inspector has to return again to inspect the

pressure vessel. Until the owner pays the expenses the inspector is to refuse to issue an inspection certificate or to allow the pressure vessel to be operated.

An inspection certificate is issued by the inspector if he finds that the pressure vessel is in safe working order and properly set up with the prescribed fittings. The certificate must state the maximum pressure at which the vessel may be operated and is valid for the period stated on it or until the next inspection. The owner and the person in charge of a pressure vessel must ensure that the inspection certificate is either conspicuously placed adjacent to the pressure vessel where it can be easily read or is retained and safeguarded in a manner approved by the chief inspector and produced upon demand of an inspector or a member of the police force. No person is permitted to operate a pressure vessel unless a subsisting certificate of inspection is held for it.

The owner is required to register with the Department every pressure vessel he expects to operate during the ensuing prescribed interval and pay the required fee. It is prohibited to operate a pressure vessel unless it is registered.

Except with written permission from an inspector, no person is permitted to alter or interfere with any valve, gauge or appliance required by the Act to be attached to a pressure vessel. The chief steam engineer of a steam plant is liable for any interference with any gauge or other apparatus required by the Act to be part of the equipment of the steam plant. A new provision states that where supervision of a pressure plant by a certified engineer is not required the owner is liable for interference with any such apparatus.

Certification of Engineers

Four classes of engineers' certificates, a fireman's certificate and a pressure vessel welder's certificate are now provided for as well as special and temporary certificates.

As mentioned above, the detailed provisions regarding the qualification and examination of engineers and the classifications of certificates required according to the size and type of plant are no longer in the Act but will be dealt with by regulations. The Act merely states that a steam plant carrying a working pressure of 20 pounds p.s.i. or more may not be operated unless it is under the general supervision of a person holding a valid certificate qualifying him to act as chief steam engineer of the plant and unless it is under the continuous supervision of the holder of a certificate qualifying him to act as shift engineer. Where an engineer cannot exercise satisfactory supervision over the entire plant, sufficient certificated shift engineers must be employed so that all parts of the plant are adequately supervised by a qualified engineer. This latter provision is new and was also added to the British Columbia Act this year.

A further new provision states that boilers or steam plants used for heating purposes in oil fields subject to the jurisdiction of The Petroleum and Natural Gas Conservation Board may be operated at pressure of 35 pounds p.s.i. without being supervised by a certified engineer.

As previously, only certified welders may weld a pressure vessel or pressure piping. A new provision requires an inspector to take possession of the pressure welders' certificate and forward it together with a report to the Chief Inspector if he finds any welding on a pressure vessel which does not meet the requirements of the Act or regulations. On receiving the report, the Chief Inspector may have the welder examined and issue to him the certificate for which he qualifies.

Certificates under the Act remain valid during the period of their registration, until the expiry of the period stated on them, or until they are cancelled, suspended or revoked. The holder of a valid certificate is required to apply for re-registration and remit the necessary fee before April 1 each year. A certificate which becomes void because of non-registration may be reinstated on application and payment of the fee but if an engineer's or fireman's certificate has not been registered for three years, and a welder's certificate for one and one-half years, the Chief Inspector may require the applicant to undertake an examination. Certificates of engineers and firemen are required to be posted in a conspicuous place in the engine room; those of locomotive, traction, portable boiler or hoisting engineers and of pressure welders are to be produced on demand of an inspector or member of the police force.

The holder of an engineers' certificate is authorized to sketch, construct, install, operate, repair and give advice on all matters regarding a steam or refrigeration plant, pressure vessel or any machinery, equipment, building or structure of which his certificate gives him charge.

The new Act lists the reasons for which a certificate may be cancelled. These include habitual intemperance or drug addiction, mental or physical incapacitation, malicious destruction of the employer's property, absence from the plant without being properly relieved of his duties or

without the consent of the chief or shift engineer, obtaining a certificate by fraud, allowing another to operate under his certificate or contravening the Act or regulations.

If an inspector finds that a serious defect in a plant has not been disclosed to him by the chief engineer or engineer in charge and that the engineers should have known of the defect by virtue of their office, the engineers will be deemed negligent and their certificates may be cancelled or suspended by the Minister. The inspector may take possession of the engineers' certificates to be forwarded to the Chief Inspector together with a complete report on the matter.

A new requirement provides that if an owner believes that a part of a pressure plant has been damaged through the negligence of a certified engineer or if he believes that the holder of a certificate is guilty of any of the offences for which a certificate may be cancelled he must immediately make a written report to the inspector. The inspector is to investigate the matter and may take possession of the certificate and forward it to the chief inspector together with a report of the investigation. The chief inspector is to forward a report on the case to the Minister who may suspend or cancel the certificate or take any other necessary steps.

Board of Advisers

For the first time the Act provides for the appointment of a Board of Advisers consisting of five members to report to and advise the Minister regarding the formulation of regulations and the administration of the Act generally. Two of the members must hold engineer's certificates under the Act, two must be registered professional engineers actively engaged in a field dealing with equipment covered by the Act, and not more than one member may be a full-time employee of the Department of Labour. The Board is to meet on the request of the Minister, Deputy Minister or Chief Inspector and prepare reports on subjects as requested.

Investigation of Accidents and Explosions

Inquiries into accidents or the manner of operating a pressure vessel or other matters may be held by the Chief Inspector or an authorized inspector. Twenty-four hours' notice in writing of the place and time of the inquiry must be given to the owner or person in charge of the pressure vessel, who may appear and be present throughout the inquiry. The inspector holding the inquiry may require the attendance of witnesses, examine them on oath and take down in writing all questions and answers.

If an explosion occurs to a pressure vessel, the owner or person in charge must send a full report to the Chief Inspector within 24 hours setting out the location, persons injured or killed and the cause and particulars as far as they can be ascertained. Following an explosion nothing can be moved, except what is necessary to save a life or protect property, until an inspection has been made. The Chief Inspector must make a full report to the Minister of facts of any serious explosion and the Minister may appoint a person to make an investigation with all the powers conferred by the Public Inquiries Act.

In an action for damages in respect of injuries sustained because of an explosion if, at the time of the explosion, the pressure vessel was being operated without a valid inspection certificate, the onus of proof that the explosion was not caused by the negligence or improper conduct of the defendant is upon the defendant.

General

The Act provides that an appeal lies to the Minister from an order of the Chief Inspector affecting the operation, construction or design of a pressure vessel, an order cancelling or suspending an inspection certificate or from a decision of the Chief Inspector as to the extent to which one engineer can exercise general supervision. The appeal must be made within 30 days of the order and the decision of the Minister is final.

Penalties are set out for summary conviction of a contravention of the Act.

Regulation of Gas-Burning Equipment

The Gas Protection Act provides for regulation of the manufacture, sale, installation and use of gas equipment for consumer use, including equipment for the use of liquefied petroleum gas. It does not apply to the system of public utilities nor to any gas equipment or installation which may be exempted by the Lieutenant-Governor in Council.

The new Act, which came into effect April 1, is similar to legislation in effect in the other western provinces, the Gas and Oil Burner Act passed in Manitoba in 1952 (L.G., 1952, p. 1225), the Saskatchewan Gas Inspection and Licensing Act of 1953 (L.G., 1953, p. 1649), and the British Columbia Gas Act passed in 1954 (L.G., 1954, p. 1744).

The actual rules governing the design and installation of equipment are to be set out in regulations which have not yet been issued.

The Lieutenant-Governor in Council is authorized to make regulations governing the design, construction, installation and maintenance of gas equipment. The regulations may provide for the testing, inspection and approval of equipment and may prohibit the sale in the province of unapproved equipment. Precautions to be taken in the sale of gas equipment, including instructions to be given to the purchaser, may also be laid down. The regulations may also prescribe the manner in which installations, alterations and connections must be made, and the measures to be taken for the protection of workmen and the public. Permits for the installation or operation of gas equipment and certificates of approval may be required. Provision may also be made for the examination of gas fitters, and for the issuing of certificates of proficiency. Any person who is not the holder of a subsisting certificate of proficiency may be prohibited from engaging in the trade.

In order to carry out the examination of gas fitters, the Lieutenant-Governor in Council is empowered to appoint boards of examiners, and to prescribe the nature of the examinations and the standards of proficiency to be attained. Certificates may be of different classes, and the work which may be performed by holders of each class of certificate may be prescribed.

There is provision in the Act for the adoption by the Lieutenant-Governor in Council of any recognized code of gas safety rules, in whole or in part, upon the recommendation of the Minister charged with administration of the Act.

Inspectors who may be appointed to enforce the Act will have the right to enter premises at any reasonable time for inspection purposes. No inspector or other person acting under the Act is liable for injury, loss or damages caused by reason of defect in gas equipment or the putting into operation of the provisions of the Act.

Penalties are provided for violations of the Act or regulations. A municipality or other corporation contravening the provisions of the Act or regulations is liable on summary conviction to a fine of not more than $200 for each day during which the offence continues. The fine for an individual is not less than $10 nor more than $50. Prosecutions must be commenced within two years of the date of the offence.

Disabled Persons

The Disabled Persons' Act was passed authorizing the Government of Alberta to participate in the federal-provincial plan for the payment of pensions of up to $40 a month to the permanently and totally disabled residents of the province between 18 and 65 years and setting out the administrative details of the scheme.

In 1953, Alberta passed a Disabled Persons' Pensions Act providing for a system of pensions to disabled residents over 21 years of age and last year, when the federal-provincial scheme was announced, this Act was amended to provide for the plan to be carried on on a joint basis with the federal Government. The new Act, which was made retroactive to January 1955, is now similar to the Acts of the other provinces.

The 1953 Act is still continued in force and the minimum age for eligibility for a pension was lowered to 18 years.

Teachers

The School Act was amended to provide that if a teacher participates in a strike under the Alberta Labour Act, any contract of employment entered into between the teacher and another school board before the strike is terminated is void. However, the school board may agree in writing to the teacher accepting employment with the other board.

Labour Legislation, Prince Edward Island, 1955

Workmen's Compensation Act amended to increase maximum earnings on which compensation may be based. Department of Labour established

The Prince Edward Island Legislature, which was in session from February 8 to April 5 amended the Workmen's Compensation Act to increase the maximum earnings on which compensation may be based and to raise certain benefits payable to dependants in case of the death of the workman. Provision was made for setting up a Department of Labour.

Workmen's Compensation

Several significant amendments were made to the Workmen's Compensation Act, increasing the amount of annual earnings taken into account in computing compensation for disablement and raising benefits payable to dependants in case of the death of the workman.

Effective from January 1, 1956, the ceiling on annual earnings on which compensation is computed is increased from $2,500 to $2,700. The maximum in the other provinces is $3,000 except in Ontario, Quebec, Saskatchewan and British Columbia, where it is $4,000.

The amount allowed for funeral expenses was increased from $150 to $200, the amount payable in all provinces except Saskatchewan and British Columbia, where the amount is $250.

The widow's allowance of $50 a month was left unchanged but the allowance in respect of a child under 16 years (under 18, if attending school) living with a parent was raised from $12.50 to $15. The allowance payable to a child with parent in the other provinces varies from $12 to $25. A corresponding change was made in the maximum allowance payable to a consort and children, i.e., from $100 to $110 a month or the amount in respect of a widow and four children. The maximum amounts allowable to other dependants where there is no widow or children were raised from $30 to $40 for a parent, with a maximum of $60 for all other dependants instead of the former maximum of $45.

Establishment of Labour Department

In the Speech from the Throne it was announced that the Government considered that the appointment of a Minister of Labour and the formation of a Department of Labour was the most effective way to handle the labour problems which are frequently brought before it.

Subsequently, by an amendment to the Public Departments Act, provision was made for setting up a Department of Labour headed by a Minister of Labour. W. F. Allan Stewart was appointed Minister of Welfare and Labour.

Mothers' Allowances

The residence qualifications which must be fulfilled before a mother is eligible to receive an allowance on behalf of her child under 16 years was reduced. Now, the child must have resided in the province for two years immediately prior to the date of the application for the allowance instead of three years as formerly.

Legal Decision Affecting Labour

Supreme Court of British Columbia finds Labour Relations Board has no power to reopen poll held for the taking of a representation vote

On August 29, the Supreme Court of British Columbia, on the application of a hotel employees' union, quashed an order of the Labour Relations Board rejecting the union's application for certification. The Court found that the Board has no power to reopen a poll held for the taking of a representation vote or to revise a voters' list after a vote has been taken. A representation vote is a decision of the employees and is not subject to review or revocation by the Board. The Board was accordingly ordered to certify the union which obtained the majority vote.

The judgment was given by Mr. Justice Manson, who reviewed the facts of the case. In April 1953, Local 260 of the British Columbia Hotel Employees' Union applied to the Board for certification as bargaining agent for the Georgia Hotel portion of the bargaining unit of which Local 28 of the Hotel and Restaurant Employees' Union had been the bargaining agent. The Board, after determining whether the proposed unit was appropriate for collective bargaining, classified the employees as eligible or not eligible to vote. It constituted the unit on the same basis of classification of employees as that which had prevailed during the bargaining agency of Local 28, and was about to conduct a representation vote when litigation intervened. Proceedings were stayed until the decision of the Supreme Court of Canada of January 25, 1955 (L.G., June, p. 676).

After the Supreme Court of Canada had ruled that a labour board may certify a bargaining agent for a small unit carved out of a larger unit, the Board directed a vote to be taken on February 11, 1955, prepared a voters' list, distributed it, and

took the vote. Local 260 obtained more than 50 per cent of the ballots of all those eligible to vote, which, according to Section 12(4) of the Act, entitled it to be certified as the bargaining agent.

The Board, however, after the vote had been taken, proceeded to inquire into the voters' list. It discovered that out of the 224 employees eligible to vote, 21 were absent during voting hours and did not vote, but it refused to divulge the names to Local 260. It then directed that the poll be reopened to allow certain listed employees a chance to vote. The list included the 21 names mentioned before and 19 additional names not on the voters' list. The poll was to be reopened for a continuous period from 11:30 p.m., March 3, to 11:30 p.m., March 4. The Board did not proceed with the proposed vote but on March 16 issued an order rejecting the application for certification of Local 260. Local 260 then began proceedings to have the Board's actions reviewed by the Supreme Court.

Mr. Justice Manson found no criticism of the Board's behaviour up to the time it began its post-election inquiry into the voters' list. Local 260 did not make a new application after the litigation but the Board, in directing a vote to be taken, was acting on the application made by Local 260 in April 1953. It did not prior to the vote disturb the classification of employees, or in any way disturb the unit as set up in May 1953. This was a very proper course, as otherwise the delay caused by litigation would have been advantageous to one of the contesting parties.

He said that revising a voters' list after a vote has been taken is an unheard-of election practice that might easily lead to abuse. The Board should have settled the list of employees eligible to vote before the election. Regulation 13(1)(d) gave the Board the right to segregate certain ballots for a ruling if impersonation was suspected. However, a revision of the list was quite a different matter. The Judge also held that as an interested party, Local 260 had a right to know the names of the 21 persons found to be absent from work. The Board's refusal to divulge the names might in itself be a ground for making the writ of *certiorari* absolute, as was done in a not dissimilar circumstance in *In re Ont. Labour Relations Board; Toronto Newspaper Guild* v. *Globe Printing Co.* (L.G., 1953, p. 1174). The Board had no right to add 19 names to the personnel of the unit after the vote had been taken. There was no evidence that the list was incorrect, and even if it were, the Board could not say so after the election. Revising a voters' list after a vote has been taken is a practice that could only be justified if there was clear and unequivocal authority in the Act to do so. The Judge found no such language in the Act.

The Judge ruled also that the Board had no power under the Act to reopen a poll. Such a thing would be contrary to election practices in Canada and in every other democratic country. The 24-hour continuous polling also suggested that the Board was trying to change the rules in favour of the loser. The continuous polling meant that those who did not vote would not be excluded from being counted as eligible voters as Section 12(6) directed, and that the applicant would have to get a higher proportion of the votes actually cast.

His Lordship held that the Board should have certified Local 260 after the representation vote of February 11. The Local had obtained the majority required by the Act. Moreover the employees who were absent from work and did not vote had no right to be counted as eligible voters. Finally, a representation vote is not a decision or order of the Board subject to review or revocation. It is a decision of the employees. He, therefore, ordered that a writ absolute issue quashing the order of the Board of March 16, 1955, and that a writ of *mandamus* issue directing the Board to certify Local 260. *Re: Local 260 British Columbia Hotel Employees' Union and Labour Relations Board* [1955] 16 WWR 261.

Extension of provincial rental controls in Quebec until April 30, 1957, was forecast in the Speech from the Throne at the opening of the Quebec Legislature on November 16.

Among other legislation to be proposed was an increase of $10,000,000 to $140,000,000 of the Farm Credit Loan Fund and of $10,000,000 to $65,000,000 of the Housing Aid Fund.

On December 7, Labour Minister Antonio Barrette introduced a bill to increase workmen's compensation benefits to 75 per cent of an injured worker's wages.

Recent Regulations, Federal and Provincial

Minimum rate of $1 an hour set for metal mining industry in British Columbia. Regulations under Government Employees Compensation Act and Blind Persons' Act amended to conform with changes made in Acts

A minimum wage order for the metal mining industry, the first for the industry in that province, has been issued by the British Columbia Board of Industrial Relations, setting a minimum rate of $1 an hour.

In Newfoundland, owners of steam plants and other plants subject to the Boiler and Pressure Vessel Act are required to register the horsepower of the plant with the Minister of Labour.

Regulations under the Government Employees Compensation Act and the Blind Persons' Act were amended to conform with changes made in these Acts at the last session of Parliament.

FEDERAL

Blind Persons' Act

By P.C. 1955-1507, gazetted October 26, the regulations under the Blind Persons' Act were amended to conform with the amendment to the Act whereby the federal Government may share in the costs of allowances to blind persons payable at age 18 instead of at age 21. The new regulations were made effective June 28, 1955.

Government Employees Compensation Act

The regulations under the Government Employees Compensation Act (P.C. 1954-1205) were amended by P.C. 1955-1461, gazetted October 12. The amendment adds a definition of place of employment. The definition was needed because the Act was amended in 1955 to provide that compensation is to be determined in accordance with the law of the province where the employee is usually employed. Formerly compensation was determined according to the law of the province where the accident occurred.

For the purposes of the Government Employees Compensation Act, the place where an employee appointed under the Civil Service Act is usually employed is the place where he has been appointed or engaged to work by the Civil Service Commission. For an employee not under the Civil Service Act, the place where he is usually employed is the place where he has been appointed or engaged to work by the Governor in Council, or the department, company, corporation, commission, board or agency who appointed or engaged him. In case of doubt, the Minister of Labour may determine the place where an employee is usually employed.

PROVINCIAL

British Columbia Male Minimum Wage Act

Male Minimum Wage Order 9, setting wage rates for male employees in the British Columbia mining industry, was gazetted September 29. The order, which comes into effect November 1, 1955, applies to employees employed in or about a metallurgical works, a metal mine or a quarry. This is the first time a minimum wage has been set in mining in the province. However, it does not apply to prospectors, to persons acting in a managerial or supervisory capacity, or to employees covered by another order of the Board of Industrial Relations specifically defining their work.

Employees in the mining industry are to be paid a minimum wage of $1 an hour. For boys under 18 years employed on a casual basis the minimum wage is 60 cents an hour. Handicapped or part-time employees and apprentices, whose employment at less than the minimum rate has been approved by the board, are to be paid the wage or rate of pay prescribed in the permit.

If overtime has been authorized under the Hours of Work Act, one and one-half the regular rate must be paid for hours worked in excess of eight in a day or 44 in a week. In a case where an employee is kept underground after the expiration of the regular shift due to causes over which he has no control such time shall be paid for at straight time, but such time shall not be considered as hours worked if the cause is beyond the control of the employer.

Employees engaged in development work on mining property, up to the time that ore is actually produced, are to be paid time and one-half for all hours worked in excess of 191 in a month. If an employee quits before he has worked 191 hours in the last month of his employment, he is to be paid time and one-half for all hours worked in excess of eight in the day and for all hours worked in excess of 44 in the week where the hours worked do not exceed eight in any one day.

(Continued on page 1411)

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in September more than 1,000 fewer than in August and almost 3,000 fewer than in September last year, statistics* show

Initial and renewal claims for unemployment insurance benefit received in September were more than 1,000 fewer than the preceding month's total and almost 3,000 fewer than the September 1954 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 87,562 claims were filed in local offices across Canada during September, compared with 88,627 in August and 109,548 in September 1954.

Ordinary claimants on the live Unemployment Insurance register on September 30 numbered 130,318 (86,416 males and 43,902 females), as against 129,756 (84,837 males and 44,919 females) on August 31 and 187,745 (138,415 males and 49,330 females) on September 30, 1954. On September 30, 1955, short-time and temporary lay-off claimants totalled 13,028 and 2,073 respectively.

A total of 87,158 adjudications was recorded on initial and renewal claims, 68,556 being in the category "entitled to benefit". Claimants unable to meet the basic contribution requirements numbered 8,751, constituting more than 55 per cent of the initial claims on which the decision was "not entitled to benefit". Disqualifications (including 5,483 arising from revised claims) totalled 15,334, the chief reasons being: "voluntarily left employment without just cause" 4,711 cases; "not capable of and not available for work" 2,783 cases; and "not unemployed" 1,822 cases.

New beneficiaries during September numbered 61,203, compared with 61,386 during August and 78,225 during September 1954.

Benefit payments during September amounted to $8,180,068 in respect of 2,705,587 days, in comparison with $8,727,318 and 2,906,901 days during August and $12,397,571 and 3,974,847 days during September 1954.

An estimated 109·2 thousand beneficiaries received weekly benefit payments during September, as against 110·6 thousand for August. During the week September 25-October 1, 1954, the number of beneficiaries was estimated at 158·8 thousand.

The average daily rate of benefit was $3.02 for September, $3 for August and $3.12 for September 1954.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards were issued to 4,077,610 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At September 30, employers registered numbered 274,868, an increase of 2,434 during the month.

Enforcement Statistics

During September, 3,338 investigations were conducted by district investigators across Canada. Of these, 2,472 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 866 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 88 cases†, 13 against employers and 75 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 328†.

Unemployment Insurance Fund

Revenue received in September totalled $18,759,702.91, compared with $18,096,574.04 in August and $18,285,462.50 in September

See Tables E-1 to E-4 at back of book.

†These do not necessarily relate to the investigations conducted during this month.

1954. Benefit payments in September amounted to $8,162,213.77, compared with $8,709,477.28 in August and $12,381,313.87 in September 1954. The balance in the fund at September 30 was $858,246,039.70. At August 31, there was a balance of $847,648,550.56 and at September 30, 1954, of $886,302,121.82.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1171, June 28, 1955

Summary of the Facts: The claimant, married, filed an initial application for benefit on July 14, 1954, registered for employment as a typist, and stated that she had worked as such for The Alberta Pacific Grain Co. (1943) Ltd., Calgary, Alta., from 1952 to July 10, 1954, when she voluntarily left as she wanted work for half days only.

The insurance officer disqualified her from receipt of benefit from July 14, 1954, to August 21, 1954, for voluntarily leaving the said employment without just cause, and from July 14, 1954, also for having failed to prove that she was available for work in that she had left full-time employment and restricted her availability to half days (Sections 43(1) and 29(1)(b) of the Act respectively). She did not appeal from the above disqualifications.

On January 5, 1955, she again registered for work as a typist and filed a renewal application for benefit wherein she indicated the same employment as shown in her initial application of July 14, 1954. She stated that she wanted part-time work only as she had to care for her mother, who had been ill. The insurance officer informed her that the disqualification for non-availability would remain in effect.

In her appeal to a court of referees, dated January 18, 1955, the claimant stated in part:

I wish to inform the court that previous to my working full-time at A. P. Grain for about 1½ years I have been working part-time only for around 6½ years—3 years at Pallesen's Dairy and 3½ years at the Tea Kettle Inn. I tried working full-time but find it impossible to do so on account of my husband having to work night shift (starting at 3 o'clock p.m.) every alternate week which would leave our son of 11 years alone.

I wish also to inform the Board that we have a mortgage of ..... on our home and since I am unable to work full-time I would certainly appreciate greatly if the Board would be most considerate with my case and not disqualify me. Part-time work would certainly help us financially.

The claimant appeared before the court of referees at the hearing of her case in Calgary, Alta., on February 2, 1955. The court unanimously held that the claimant was available for work in a decision which reads:

Since her marriage, the claimant has worked about 6½ years, and of that period the last year and a half was in full-time employment. She is registered as a typist, because in all honesty she says that her speed as a stenographer would be much less than it was when she had finished her training. She is available for work from 9 a.m. to 1 p.m., or from 1-5 p.m.

Another very important factor in our consideration is the obvious mental qualifications and personality of this claimant. We would certainly expect her to make a favourable impression upon any prospective employer whom she was sent to interview. That in our opinion is an important consideration in deciding whether or not there is a reasonable prospect of her obtaining work within the hours for which she is available. There is another factor to be taken into consideration—namely that her husband works on night shift and, although he requires sleep during the day, still is at home during the day.

On February 17, 1955, the local office informed the insurance officer as follows:

The above named claimant applied on January 5, 1955, for part-time employment. Since (the claimant) is a competent and personable applicant, we would have offered her part-time employment had there been any available. We seldom have requests for part-time help, but since January 1, 1955, we have had a good demand for typists for full-time employment.

On April 13, 1955, the insurance officer appealed to the Umpire on the following grounds:

The court disregarded CU-B 594 to which its attention had been invited by the insurance officer. In this decision the Umpire held that, in the absence of special circumstances such as being the breadwinner of the family with reasonable opportunities of finding part-time employment, a married woman may not leave full-time employment voluntarily, register for part-time work and be considered available.

We do not consider that the matters mentioned in the claimant's appeal—the husband working shifts, the son to be cared for, the mortgaged home—are included in the special circumstances mentioned by the Umpire in CU-B 594. The claimant said on July 14, 1954, that she was available for part-time work and had nearly six months to find it before making a renewal claim on January 5.

Conclusions: Availability for work is a question which should be considered in the light of the particular circumstances of each case. When domestic circumstances or matters of a personal nature are advanced by a claimant for voluntarily leaving full-time employment and for limiting her availability to part-time work, the point for consideration is whether the sphere of employment has been so restricted that she must be held not to be available for work within the meaning of the Act.

As the claimant's record of employment shows that, for the past two years or so, she has been engaged in full-time employment, I find it difficult to attach much importance to the fact that, prior to 1952, she had been employed for a number of years in part-time work. Therefore, in the absence of any special circumstances, such as being the breadwinner of the family, etc., I consider that I must apply the principle which I laid down in decision CU-B 594 and which the insurance officer has outlined in his appeal to me.

Moreover, the fact that, notwithstanding her "qualifications and personality", she was nevertheless unable for nearly six months to secure part-time employment as a typist leads me to believe that there were no reasonable opportunities of such work in the area in which she resides.

The appeal of the insurance officer is allowed.

Decision CU-B 1184, October 28, 1955

Summary of the Facts: The claimant, who is married and 38 years of age, filed an initial application for benefit on October 12, 1954, at the local office of the Unemployment Insurance Commission in Duncan, B.C. She registered for employment as a secretary-stenographer and stated that she had worked as a secretary-bookkeeper for a manufacturing company in Vancouver, B.C., at a salary of $240 a month from May 1, 1952, to October 1, 1954, when she voluntarily left for the following reason:

> My husband was transferred with the RCMP from Langley Prairie, B.C., to Shawnigan Lake. He commenced work in his new location on 23 Sept/54. We had lived at Langley Prairie and I had commuted to work daily.

The claim was allowed.

According to the submissions, Shawnigan Lake, which has a population of approximately 400, is situated about 12 to 15 miles from Duncan, B.C.

On March 9, 1955, an official of the local office called the claimant's home by telephone to inform her of an offer of employment with a lumber company in Paldi, B.C., as a stenographer at a salary ranging from $150 to $175 a month. According to the submissions, the prevailing rate of pay in the district for that type of work is from $135 to $200 a month. Transportation was to be supplied from Duncan to Paldi, B.C., a distance of nine miles, the conveyance leaving Duncan at approximately 7.50 a.m. and arriving back in Duncan at 4.40 p.m. The claimant was not available when the said telephone call was made but her husband who took the message explained to the official that the claimant would be unable to accept the position because of lack of transportation between Shawnigan Lake and Duncan.

On March 9, 1955, also, the official followed up the telephone call with a written referral to the claimant (Form UIC 703C), which contained particulars regarding the employment and instructions to follow should she decide not to avail herself of the employment. He gave her until March 14, 1955, to reply but no reply was received.

On March 25, 1955, the insurance officer notified the claimant that he had disqualified her from receipt of benefit from March 14, 1955, to April 24, 1955, because, in his opinion, she had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 42(1)(a) of the Act.

From the decision of the insurance officer, the claimant, on March 28, 1955, appealed to a court of referees on the following grounds:

> On March 9, 1955, a telephone call was received by my husband, ... from an officer of the Unemployment Commission, Duncan, B.C. This officer informed my husband that a suitable position was available for me with the Mayo Lbr. Co. Ltd., Paldi, B.C. with transportation leaving Duncan at 7.45 a.m. daily for Paldi.
>
> My husband explained to the officer that as we did not own an automobile plus the fact that bus service was not available from Shawnigan Lake at that hour, I had no transportation to Duncan, therefore I would be unable to accept this position.
>
> The officer agreed with my husband and said that he understood and under the circumstances would make other arrangements.
>
> I am at a loss to understand why, in view of the foregoing explanation as to my inability to accept this position, owing to lack of transportation and also the officer's

agreement, I should receive on March 26, nearly three weeks later, this notification of suspension of benefits.

I am perfectly willing and ready to accept a secretarial position in Shawnigan Lake at any time. I might state at this time, that I have endeavoured to secure transportation to and from Duncan which would conform with business hours, but with no success. This is a logging community and as such, the majority of men are employed in the woods.

In his submission to the court of referees, the insurance officer mentioned to the court that in addition to the disqualification imposed under 42(1)(a) the court might wish to consider imposing a disqualification under Section 29(1)(b) of the Act (non-availability for work) in view of the statements contained in the last paragraph of her appeal quoted above.

The insurance officer also stated that employment opportunities for women in Shawnigan Lake were extremely limited as it was mainly a summer resort and that Duncan, B.C., was the nearest employment centre to her home.

The court of referees, after having heard the claimant in Victoria, B.C., on April 20, 1955, rendered the following unanimous decision:

This court having studied the brief, supplemented by the oral evidence of the appellant, find that the appellant was under the impression that the telephone call through her husband had in effect answered the written referral and for that reason Duncan Local Office did not have a reply to form UIC 703C. The appellant's evidence brings the information that there is a possibility that transportation is now available, arriving at Duncan at 8:30 each morning. The appellant's attitude establishes that she is accustomed to and willing to commute to and from work within a reasonable distance providing transportation is available within the required hours. The conclusion of this court is that the employment referred to, under the conditions of transportation available, was not suitable employment. We therefore render the following decision:

That the insurance officer's disqualification be set aside and the appeal allowed.

From the decision of the court of referees, the Chief Claims Officer appealed to the Umpire, contending that if the claimant had good cause for refusing to accept the offer of employment notified to her on March 9, 1955, because of lack of transportation, there were grounds to justify a finding that she was not available for work within the meaning of Section 29(1)(b) of the Act.

On May 9, 1955, the claimant wrote a letter to the Umpire, wherein she stated that during the preceding seven months the local office had notified her, apart from the job in Paldi, of two offers of employment in Duncan and that when she went there to inquire about the positions she was told that they had been filled. She contended that this served to show that she was available but the positions were not.

Conclusions: On the facts before me, I cannot find any valid reason for the court's finding or the insurance officer's failure to disqualify the claimant under Section 29(1)(b) of the Act..

Not only did the claimant voluntarily leave her employment in a large city to take up residence with her husband in a small village where the prospects of work for her were practically non-existent, but when five months later she had an opportunity of employment in her registered occupation in a nearby town she refused to take it on the ground of lack of transportation facilities.

It has been laid down in many decisions of the Umpire that it is not the intent of the Act to provide benefit to insured persons who voluntarily leave their employment in large centres to move to small communities where there are no reasonable opportunities of employment and no convenient transportation to adjacent industrial areas can ordinarily be obtained. It was particularly pointed out in decision CU-B 1103 that the said principle is all the more applicable when the insured person is a married woman who leaves her employment in order to take up residence with her husband in a remote and sparsely populated locality, for then the factor "domestic responsibilities" also enters into account.

Unemployment insurance is essentially designed to cover cases of involuntary and short-term unemployment and to permit a claimant to collect unemployment insurance benefit under the circumstances of the present case is certainly to defeat the purpose of that social security measure.

When a married woman claims benefit under the Unemployment Insurance Act, she must prove, as any other claimant, that she is available for work; and availability for work, which is one of the main requirements of the Unemployment Insurance Act for the receipt of benefit, implies being able, willing and ready to accept immediately any offer of suitable employment. It means that a married woman cannot restrict her employability to an area where no work can be obtained and that she must so adjust her domestic circumstances as to be able to conform to the exigencies of the labour field.

In so far as the application of Section 42(1)(a) is concerned, the question of the

suitability of the employment offered to the claimant is correlated to that of her availability for work.

Claimants who live in isolated areas where work is scarce and turn down employment in nearby industrial centres because of lack of transportation facilities do not, as a general rule, show good cause within the meaning of Section 42(1)(a) of the Act and a disqualification under that section is all the more applicable where, as in the present case, there is a lengthy period of unemployment.

The claimant has contended that there has been a misapprehension resulting from the telephonic conversation which her husband had with an official of the Unemployment Insurance office in Duncan. It would appear to me that the written referral addressed to her personally the same day, and containing the essential particulars regarding the employment offered, as well as specific instructions for her to follow should she decide not to avail herself of the employment, should have immediately dissipated in her mind any possible misunderstanding.

The claimant has also alleged that on two other occasions she had been notified of positions by the local office but when she had inquired about them she was told that they had already been filled. It is not necessary for me to decide on the merits of those two referrals. I have only to consider the claimant's case under the set of circumstances which prevailed at the time she refused an offer of suitable employment.

For those reasons, the decision of the court of referees is reversed and the appeal of the Chief Claims Officer is allowed.

The claimant is disqualified for an indefinite period under Section 29(1)(b), until and unless she proves her availability for work, and for a period of six weeks under Section 42(1)(a), both disqualifications to take effect as from the date that this decision is communicated to her.

Recent Regulations

(Continued from page 1406)

The daily guarantee applies with certain reservations. A person reporting for work on the call of the employer must be paid a minimum of two hours' pay at the regular rate unless he is not competent to perform his duties or he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. If an employee commences work he must be paid a minimum of four hours' pay unless his work is suspended because of inclement weather or other reasons completely beyond the control of the employer.

The order also includes the usual provisions regarding semi-monthly pay, posting of orders and work schedules, and the keeping of records of wages paid and registers of employees.

Newfoundland Boiler and Pressure Vessel Act

Regulations under the Newfoundland Boiler and Pressure Vessel Act were amended to include a new section on registration of plants and registration certificates. An amendment to the Act in 1955 authorized the making of such regulations (L.G., Oct., p. 1171).

Effective November 30, 1955, every owner of a steam plant, hoisting plant, traction plant, refrigeration plant, compressed gas plant, or any combination of such plants, must register the horsepower of the plant with the Minister of Labour on a prescribed form. On the recommendation of the Chief Inspector, and on payment of a fee of $5, the Minister will issue to the owner of the plant a registration certificate showing the horsepower rating of the plant, and the class of engineer or operator required as chief engineer, assistant chief engineer or operator, and assistant shift engineer or operator. The owner of a plant at the time the regulations come into force may, however, be granted a registration certificate without payment of a fee.

The registration certificate, which must be displayed in a prominent place in the engine room, compressor room or boiler room of the plant, is valid until there is a change in the horsepower rating or a change in ownership. Within a reasonable time, the owner must notify the Minister of the change. On payment of a fee of $3 the Minister will issue a new registration certificate.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 206 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 197 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	$ 21,540.00
Defence Production	199	2,350,261.00
Post Office	9	87,099.38
R.C.M.P.	4	27,621.89

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of $3,837.68 was collected from 11 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 135 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Dorchester Marsh N B: Modern Construction Ltd, construction of dyke & appurtenant works. *Near Belleview Man:* J S Quinn Construction Co Ltd, construction of bridges on Oak Line project. *Buffalo Pound Lake Sask:* Johnsson Bros & Ostberg, construction of canal & appurtenant works. *Near Lebret Sask:* Rimmer, Hoover & Tomchuk, construction of dam.

Central Mortgage and Housing Corporation

Halifax N S: Standard Paving Maritime Ltd, construction of concrete sidewalks & asphalt paving, Garrison Barracks. *Camp Gagetown N B:* Brookfield Construction Co, construction of school & services. *Chatham N B:* Eastern Woodworkers Ltd, construction of housing units & services. *Montreal Que:* Julius Rosakowski, *painting & jointing of dwelling unit. *Ajax Ont:* H J Kedrozky, construction of underground steam line. *Camp Borden Ont:* Bell Telephone Co of Canada, *relocation of Bell telephone cable. *Hamilton Ont:* Hamilton Street Railway Co, *moving overhead tram wires to permit removal of houses. *Napanee Ont:* E P A Construction Co Ltd, construction of rental housing units. *Peterborough Ont:* Joseph P Halcrow, *repairs to house damaged by fire. *Picton Ont:* Bell Telephone Co of Canada, *relocation of Bell telephone cable. *Stratford Ont:* Jones Landscape Services, site improvement & planting. *Edmonton Alta:* Norman H Woods & Associates Ltd, site improvement & planting, Griesbach Barracks. *Vancouver B C:* Tryson & Son Iron Works Ltd, *supply & erection of flagpole.

Defence Construction (1951) Limited

Goose Bay Labrador: Terminal Construction Co Ltd, renovations & alterations to airmen's mess. *Deep Brook N S:* Standard Paving Maritime Ltd, repaving of roads & driveways, HMCS *Cornwallis*. *Greenwood N S:* L G Rawding Construction Ltd, grading & seeding, RCAF Station; Dominion Atlantic Railway Co, *construction of railway spur & bridge. *Halifax N S:* Kenney Construction Co Ltd, construction of bosn's rigging & sail loft & DNA bldg. *Camp Gagetown N B:* R E Stewart Construction Corp, construction of 180-man barrack block; Cameron Contracting Ltd, grubbing & burning individual training areas & general manœuvre area; Diamond Construction Co Ltd, grubbing & burning general manœuvre area; Simco Enterprises Co Ltd, grubbing & burning general manœuvre area; Atlas Construction Co Ltd, grubbing & burning general manœuvre area; Byers Construction Co Ltd, grubbing & burning general manœuvre area; *St Margarets N B:* Jack Bradley Ltd, installation of plumbing, heating & ventilating equipment, Transmitter Bldg. *St John Que:* Franki Compressed Pile Co of Canada Ltd, construction of pile foundations for Physical & Recreational Training Bldg, College Militaire Royal. *Barriefield Ont:* James Kemp Construction Ltd, construction of 250-man barrack block. *Camp Borden Ont:* W B Sullivan Construction Ltd, construction of RCDC school bldg. *London Ont:* Ellis-Don Ltd, construction of WO's & Sgts' messes, Wolseley Barracks. *Petawawa Ont:* H J McFarland Construction Co Ltd, construction of QM & technical stores bldg, guard house, lecture training bldg & junior ranks club & outside services. *Rockcliffe Ont:* Shore & Horwitz Construction Co Ltd, extension, alteration

& rehabilitation of Central Heating Plant, RCAF Station. *Toronto Ont:* Bray Construction Co Ltd, resurfacing of parking lot, RCAF Station. *Trenton Ont:* Olmsted & Parker Construction Co Ltd, construction of dental clinic, RCAF Station. *Churchill Man:* Carter Construction Co Ltd, *supply & placing of gravel fill for railway siding, RCAF Station. *Shilo Man:* Claydon Co Ltd, construction of gun drill & maintenance bldg & outside services. *Winnipeg Man:* Pearson Construction Co Ltd, construction of return stores bldg, Fort Osborne Barracks. *Moose Jaw Sask:* Bird Construction Co Ltd, construction of water treatment plant, storage reservoir & water mains, RCAF Station. *Saskatoon Sask:* Asphalt Services Ltd, construction of storm sewers, paving of roads, sidewalks & general grading, RCAF Station. *Calgary Alta:* Ellis-Don Ltd, construction of RCE offices, stores & workshop, lumber & pipe storage racks & outside services; Burns & Dutton Concrete & Construction Co Ltd, construction of garages & fire hall, Sarcee Camp; Assiniboia Construction Co Ltd, construction of roads, water & sewer systems, Sarcee Camp. *Chilliwack B C:* Sorensen Construction Co Ltd, construction of Roman Catholic chapel & outside services. *Comox* B C: Marwell Construction Co Ltd, repairing roads, walks & parking areas & construction of new roads & parking areas.

Building and Maintenance

Greenwood N S: Kenney Construction Co Ltd, application of fertilizer & lime to grass areas, RCAF Station. *Ancienne Lorette Que:* J A Poissant & Fils Ltd, application of insulated built-up roof on hangar No 1, RCAF Station. *Bouchard Que:* Frank's Contracting Co Ltd, exterior painting of general purpose huts. *Clinton Ont:* Williamson Roofing & Sheet Metal Ltd, application of insulated built-up roof on Technical Training School, RCAF Station. *Niagara Falls Ont:* Jolley Construction Co Ltd, alterations to armoury. *Norwood Ont:* T L Fry, repairing fire damage & renovating of armoury. *Timmins Ont:* Hall Electric, installation of electrical system in armoury. *Shilo Man:* T J Pounder & Co Ltd, seal coating of asphalt roads, Military Camp. *Calgary Alta:* Larwill Construction Co, alterations to Garrison officers' mess, Newata Armouries. *Penhold Alta:* Standard Gravel & Surfacing of Canada Ltd, reconstruction of asphalt parking apron, RCAF Station. *Vancouver B C:* Bay Co (B C) Ltd, supply & installation of oil burning equipment & fuel storage tanks, Jericho Beach.

Department of Defence Production

Dartmouth N S: Parker Bros Ltd, interior painting & sanding floors, RCN Air Station. *Debert N S:* C F Cox Ltd, re-roofing of hangar, Military Camp. *Sydney N S:* M R Chappell, renewal of built-up tar & gravel roofs, Point Edward Naval Base. *St Margarets N B:* North Shore Construction Co Ltd, construction of parking lot & extension to storm sewerage, RCAF Station. *Lachine Que:* D'Errico Bros Asphalt Paving Co Reg'd, inspection & repair of all paved surfaces, RCAF Station. *Montreal Que:* Bowes Construction Co, reinforcement of concrete slab & installation of 2 steel skid plates, Engineer Stores, ‡25 COD; Chas Duranceau Ltd, construction of parking lot, concrete stairs & walk, etc, Western Quebec Command Headquarters. *Morin Heights Que:* Edgar Milot Inc, interior painting of PMQs, RCAF Station, Lac St Denis. *Mount St Bruno Que:* Tree Surgery Co Ltd, supply & placement of crushed stone fill for stop butts & marker shelters, St Bruno Rifle Ranges. *St Hubert Que:* P Baillargeon Ltd, sand sealing & repairing runway & taxi strip, RCAF Station. *Senneterre Que:* John David Ltd, interior painting of PMQs, RCAF Station. *Valcartier Que:* J E Boutin, exterior painting of bldgs, Valcartier Camp. *Aylmer Ont:* Elgin Construction Co Ltd, construction of extension to hospital, RCAF Station; Kondal Construction Co, replacement of wooden floors, joists & steps with concrete bearing walls, floors & steps, RCAF Station; S McConnel & Sons, installation of hot water heating system, RCAF Station; John D St Clair Ltd, exterior painting of bldgs, RCAF Station. *Centralia Ont:* Consolidated Painting & Decorating Co Ltd, exterior & interior painting of PMQs, RCAF Station; Arthur Hall, interior & exterior painting of PMQs, RCAF Station. *Falconbridge Ont:* Eddie Winchester, interior painting of combined mess & single quarters, RCAF Station. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, replacement of wooden water storage tank with steel tank & repairs to water tower, boiler hut & heating plant, VEPE, Montreal Road. *Petewawa Ont:* Brunswick-Balke-Collender

Co of Canada Ltd, resurfacing & finishing of alley beds & rebuilding of approaches, RCE Camp. *Toronto Ont:* Semple-Gooder & Co Ltd, re-roofing of Falaise Bldg. *Trenton Ont:* W A Moffat Co, application of asbestos shingles to gable ends of houses, RCAF Station; Willard & Bluj, exterior painting of bldgs, RCAF Station; Willard & Bluj, exterior painting of houses, Middleton Park, RCAF Station; Weatherproofing Ltd, rehabilitation of underground steam distribution system, RCAF Station. *Shilo Man:* Maple Leaf Construction Ltd, construction of asphalt course on roads, Military Camp. *Winnipeg Man:* Stewart Electric Co Ltd, replacement of lighting circuits in hangars & drill hall, RCAF Station. *Calgary Alta:* Burns & Dutton Concrete & Construction Ltd, construction of concrete curb & gutters, RCAF Station. *Penhold Alta:* Wm Sigalet & Co Ltd, exterior painting of hangars & leantos, RCAF Station. *Matsqui B C:* M Sleighthome & Co Ltd, repairs & alterations to transmitter bldg, Naval Radio Station. *Sea Island B C:* R H Neven Co Ltd, interior painting of PMQs. *Tofino B C:* Argyle Construction Co, re-roofing of bldgs, RCAF Station. *Vernon B C:* Storms Contracting Co (Pacific) Ltd, paving of roads, Cadet Camp.

National Harbours Board

Montreal Harbour Que: Spino Construction Ltd, raising Sutherland Pier; Charles Duranceau Ltd, paving of wharf surface at Sections 36, 37 & 38. *Quebec Harbour Que:* McNamara Construction Co Ltd, construction of oil wharf. *Three Rivers Harbour Que:* Page Equipment & Construction Co Ltd, bituminous paving at Sections 10, 11 & 12. *Vancouver Harbour B C:* Eakins Construction Ltd, construction of wharf & float, North Shore Marine Basin.

National Research Council

Ottawa Ont: Geo A Crain & Sons Ltd, construction of extension No 4 to Hydraulics Laboratory, NRC, Montreal Road.

Department of Public Works

Ferryland Nfld: Bert Davis, construction of RCMP detachment bldg. *Fogo Nfld:* Cameron Contracting Ltd, construction of RCMP detachment bldg. *Harbour Breton Nfld:* Cameron Contracting Ltd, construction of RCMP detachment bldg. *Joe Batt's Arm Nfld:* Twillingate Engineering & Construction Co Ltd, construction of Post Office bldg. *South River P E I:* Norman N MacLean, wharf repairs. *Bathurst N B:* J P Porter Co Ltd, *dredging. *Ingall's Head N B:* Diamond Construction Co Ltd, harbour improvements. *Babin's Cove N S:* H E MacDonald, harbour improvements. *Cape Breton Highlands National Park N S:* Trynor Construction Co Ltd, base course, paving & culvert extensions on Cabot Trail. *Cape St Mary's N S:* Vincent M Babine, breakwater wharf repairs. *Chebogue Harbour (St Helena) N S:* Geo F Purdy, breakwater & wharf repairs. *Cook's Beach N S:* Geo F Purdy, breakwater extension. *Cripple Creek N S:* Atlantic Bridge Co Ltd, breakwater replacement. *Glace Bay N S:* J P Porter Co Ltd, *dredging. *Louisburg N S:* R A Douglas Ltd, reconstruction of wharf. *Melford N S:* Martell's Construction Ltd, wharf reconstruction & improvements. *Mulgrave N S:* Michael C Campbell & Duncan J Grant, repairs & improvements, painting, etc, public bldg. *Pentz (West LaHave) N S:* J P Porter Co Ltd, *dredging. *Pictou N S:* Ferguson Industries Ltd, *erection, etc, of new "A" frame on Dredge "PWD No 22". *Rockdale N S:* MacDonald & MacIsaac, ell replacement. *Sheet Harbour (East River) N S:* Mosher & Rawding Ltd, wharf reconstruction. *Sydney Mines N S:* John C MacMillan Ltd, pointing, caulking & construction of concrete driveway, public bldg. *Isle Verte Que:* Alphonse Montminy, wharf extension. *L'Assomption Que:* Emilien Lafortune, construction of laying breeder house, Experimental Farm. *Montreal Que:* Richard & B A Ryan Ltd, plaster repairs & interior painting, Dominion Immigration Bldg. *Quebec Que:* Napoleon Trudel & Fils Inc, construction of science service laboratory header house, Laval University. *Ste Anne de Bellevue Que:* L P Theriault Construction Ltd, construction of garage, Ste Anne Hospital. *St Godefroi Que:* Geo K Steele, protection works. *St Godefroi (Riviere Nouvelle) Que:* Geo K Steele, *dredging. *St Omer Que:* Fortunat Bernard, reconstruction of protection works. *Sept Iles Que:* H J O'Connell Ltd, construction of concrete wall & pavement. *Shigawake Que:* Bert Dimock, wharf reconstruction. *Cache Bay (Lake Nipissing) Ont:* Fielding Construction (Sudbury) Ltd, *dredging. *Goderich Ont:* Intrusion-Prepakt Ltd, repairs to

harbour works (north wall & dredging). *Hamilton Ont:* McNamara Construction Co Ltd, harbour improvements (wharf extension—Wellington St). *Jersey River Ont:* B P M Co, reconstruction of training wall. *Kingston Ont:* Ruliff Grass Construction Co Ltd, replacement of reinforced concrete decking with open mesh steel pavement, La Salle Causeway; Arthur Frank Simpson, reconstruction of west guide pier, La Salle Causeway. *North Bay Ont:* Ruliff Grass Construction Co Ltd , wharf repairs. *Ottawa Ont:* Thomas Fuller Construction Co Ltd, construction of laboratory for NRC, Montreal Road; McLennan Plumbing & Heating Ltd, renewal of hot water convertors in East Block; A Lanctot Construction Co, construction of charging platform for electric smelting furnace, 552 Booth St; Otis Elevator Co Ltd, improvements to Memorial Chamber & tower elevators, Centre Block, Parliament Bldgs; A Lanctot Construction Co, installation of passenger elevator & shaft, Connaught Bldg; Roy & Lavoie, repairs & alterations, Elgin Bldg; A Lanctot Construction Co, general alterations, Militia Stores Bldg; Napoleon Fauteux Reg'd, painting, Daly Bldg. *Pefferlaw River Ont:* B P M Co, reconstruction of training wall. *St Mary's Ont:* Ellis-Don Ltd, construction of federal bldg. *Sarnia Ont:* Don McRae, harbour improvements (dolphins, mooring clusters & walkways). *Sault Ste Marie Ont:* McLarty Bros & Brodie, repairs to copper copings, cornices, clock tower, skylights & repointing of brick & stone work, old federal public bldg. *Wheatley Ont:* Westendorp & Vanminnen, erection of public bldg. *Neepawa Man:* Harris Construction Co Ltd, addition & alterations, public bldg. *Selkirk Man:* Benjamin Bros Ltd, installation of sewer & water mains, Selkirk Shipyard. *Fort Qu'Appelle Sask:* Bliss Bros, flood control, Indian Hospital site. *Kelvington Sask:* Shoquist Construction Ltd, construction of Post Office bldg. *Onion Lake Sask:* Olaf Lidfors, construction of RCMP detachment bldg. *Regina Sask:* Wm Tomchuk Construction, demolition of old "B" Block, RCMP Barracks. *Banff-Jasper Highway Alta:* Standard Gravel & Surfacing of Canada Ltd, grading & base course. *Banff National Park Alta:* Square M Construction Ltd, grading & installing culverts on Trans-Canada Highway. *Edmonton Alta:* Everall Engineering Co Ltd, road improvements, Charles Camsell Indian Hospital; A V Carlson Ltd, alterations & additions to Weights & Measures Bldg. *Wetaskiwin Alta:* C M Wood Ltd, alterations & additions, public bldg. *Bamfield West B C:* Pacific Piledriving Co Ltd, approach replacement & float renewal. *Hartley Bay B C:* Skeena River Piledriving Co, construction of floating breakwater. *From Penticton to Okanagan River B C:* Allied Bldrs Ltd, dismantling, transportation to new location & reassembly of dredge, Okanagan Flood Control Project. *Port Alberni B C:* Vancouver Pile Driving Co Ltd, renewal of floating log breakwater; Pacific Pile Driving Co Ltd, repairs to floats & float & wing dam renewal. *Quesnel B C:* A P Andersen's Lumber Yard Ltd, alterations to public bldg. *Seymour Narrows B C:* Northern Construction Co & J W Stewart Ltd & Boyles Bros Drilling Co Ltd, removal of ripple rocks. *Vancouver (False Creek) B C:* McKenzie Barge & Derrick Co Ltd, *dredging; Mathews Conveyer Co Ltd, installation of letter handling equipment, Central Post Office Bldg; Allan & Viner Construction Ltd, alterations to Customs Examining Warehouse. *Whonnock, Fraser Valley, B C:* Fraser River Pile Driving Co Ltd, wharf repairs. *Yoho National Park B C:* General Construction Co Ltd, grading, culverts & base course, Trans-Canada Highway. *Whitehorse-Mayo Road Y T:* Baynes Manning Ltd, construction of highway bridge over Takhini River.

St. Lawrence Seaway Authority

Cornwall Ont: Kingston Shipyards Ltd, supply & installation of superstructure & operating mechanism for sounding sweep.

Department of Transport

Belle Isle Nfld: Tower Co Ltd, prefabrication & erection of power house, oil storage facilities & related work. *Gander Nfld:* McNamara Construction Co Ltd, additional airport development. *Charlottetown P E I:* Morrison & McRae Ltd, additional airport development. *Summerside P E I:* Curran & Briggs Ltd, additional airport development. *Canso N S:* Central Construction Co, construction of dwelling & related work. *Richibucto N B:* W R McLaughlin Ltd, construction of radio beacon station & related work. *Saint John N B:* Nova Construction Co Ltd, construction of approach lighting. *Seven Islands Que:* H J O'Connell Ltd, construction of entrance road to airport. *Amherstburg Ont:* Intrusion-Prepakt Ltd, repairs to lighthouse crib at Livingstone Channel. *Kingston Mills Ont:* Canadian Bridge Co

Ltd, fabrication & erection of superstructure of swing bridge, Rideau Canal. *Malton Ont:* Dupont Construction Ltd, alterations & additions to federal bldg & related work, Toronto Airport; English & Mould Ltd, installation of central heating equipment for hangars 3, 4 & 6, Toronto Airport. *Gimli Man:* T J Pounder & Co Ltd, surface treatment at airport; Terminal Construction Co Ltd, additional airport development. *MacDonald Man:* T J Pounder & Co Ltd, surface treatment at airport. *Portage la Prairie Man:* T J Pounder & Co Ltd, surface treatment at airport. *Rivers Man:* Nelson River Construction Ltd, additional airport development. *Winnipeg Man:* Fraser Construction Co Ltd, construction of omni range station & related work. *Saskatoon Sask:* Mix Bros Construction Co Ltd, additional airport development; Quality Agencies, cleaning services at airport. *Fort Resolution N W T:* Yukon Construction Co Ltd, construction of dwelling & related work.

Strikes and Lockouts

Canada, October 1955*

More time was lost in work stoppages resulting from industrial disputes during October than in any month since July 1952. Three disputes were responsible for 90 per cent of the total idleness during the month. These involved: motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.; aircraft factory workers at Downsview, Ont.; and wire and cable factory workers at Toronto, Ont.

The question of increased wages was a factor in 18 of the 21 disputes in existence during October. Of the other stoppages, two arose over conditions of work and one over the discharge of a worker.

Preliminary figures for October 1955 show a total of 21 strikes and lockouts in existence, involving 23,368 workers, with a time loss of 378,760 man-days, compared with 32 strikes and lockouts in September 1955, with 22,547 workers involved and a loss of 212,400 days. In October 1954 there were 30 strikes and lockouts, 26,279 workers involved and a loss of 310,003 days.

For the first 10 months of 1955 preliminary figures show a total of 133 strikes and lockouts, involving 54,599 workers, with a time loss of 1,146,008 man-days. In the same period in 1954 there were 157 strikes and lockouts, 58,052 workers involved and a loss of 907,496 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October 1955 was 0·45 per cent of the estimated working time; September 1955, 0·25 per cent; October 1954, 0·37 per cent; the first 10 months of 1955, 0·14 per cent; and the first 10 months of 1954, 0·11 per cent.

Of the 21 stoppages in existence during October, two were settled in favour of the workers, two in favour of the employers, one was a compromise settlement and three were indefinite in result, work being resumed pending final settlement. At the end of the month 13 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; radio parts factory workers at Toronto, Ont., on November 1, 1954; and lumber mill workers at Saint John, N.B., on May 26, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in August 1955 was 224

*See Tables G-1 and G-2 at back of book.

and 8 were still in progress from the previous month, making a total of 232 during the month. In all stoppages of work in progress, 31,300 workers were involved and a time loss of 78,000 days caused.

Of the 224 disputes leading to stoppages of work that began in August, 24, directly involving 3,200 workers, arose over demands for advances in wages, and 89, directly involving 13,200 workers, over other wage questions; two, directly involving 100 workers, over questions as to working hours; 21, directly involving 5,000 workers, over questions respecting the employment of particular classes or persons; 86, directly involving 5,100 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, were in support of workers involved in other disputes.

New Zealand

The New Zealand *Monthly Abstract of Statistics* for August 1955 reported a total of 16 industrial disputes resulting in work stoppages during the second quarter of 1955, involving 3,617 workers, with a time loss of 1,310 working days.

United States

Preliminary figures for September 1955 show 400 work stoppages resulting from labour-management disputes beginning in the month, involving 240,000 workers. The time loss for all work stoppages in progress during the month was 2,800,000 man-days. Corresponding figures for August 1955 were 450 stoppages involving 220,000 workers and a loss of 3,000,000 days.

Prices and the Cost of Living*

Consumer Price Index, November 1, 1955

The consumer price index (1949=100) remained unchanged at 116·9 between October 1 and November 1, 1955. A year ago the index stood at 116·8.

During the month, slight increases in four of the five group indexes were offset by a decrease of 0·4 per cent in the food index.

Foods moved from 113·5 to 113·0, as fractionally lower prices were recorded for all cuts of beef and somewhat larger decreases for all items of pork. Declines were also noted for most fresh and canned fruits, and potatoes, while coffee and most fresh vegetables were higher in price.

The shelter index advanced from 130·2 to 130·6, as a result of advances in both the rent and home-ownership components.

Clothing prices were generally stable but price increases for women's overshoes, men's hats and overalls were sufficient to offset decreases for men's overcoats and some items of children's wear, and the clothing index moved from 107·8 to 107·9.

Higher prices for coal, fuel oil and some kitchenware were mainly responsible for the increase from 116·1 to 116·5 in the household operation index.

The other commodities and services series was slightly higher at 118·3 on November 1, compared with 118·1 on October 1. Increases were fairly general for theatre admissions, men's haircuts and women's hairdressing. Gasoline was lower on average as prices decreased in a number of cities and increased in others.

One year earlier (November 1, 1954) group indexes were: food 113·4, shelter 127·9, clothing 108·2, household operation 117·2 and other commodities and services 118·2.

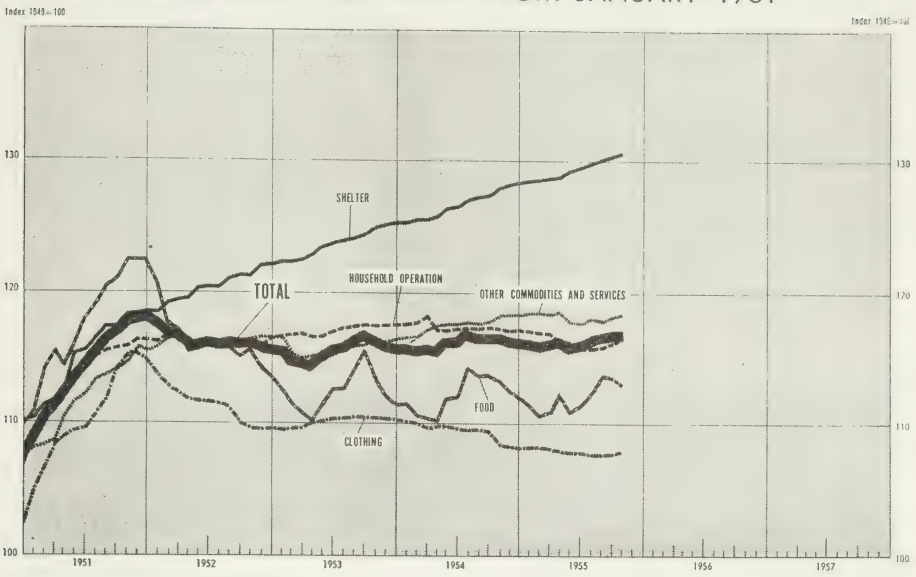
City Consumer Price Indexes, October 1955

Only slight movements were recorded in the ten regional consumer price indexes between September 1 and October 1, 1955, changes nowhere exceeding 0·3 per cent. Four city indexes, St. John's, Halifax, Saint John and Montreal, were lower, that for Edmonton-Calgary was unchanged, while indexes for Ottawa, Toronto, Winnipeg, Saskatoon-Regina and Vancouver were up.

The food components showed somewhat different movements from the total indexes, with five cities having declines, two unchanged and three recording increases. The shelter component was unchanged in six cities and showed an upward movement in four cities. Clothing indexes, continuing the trend of the past few months, showed little movement, with four city indexes unchanged, four up slightly and two down. Household operation indexes moved higher in four cities as advances were reported for fuel oil and some household supplies. The other commodities and services indexes were up in six cities and unchanged in the other four, with higher doctors' and dentists' fees reported in most cities.

**See* Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



Regional consumer price index point changes between September 1 and October 1 were as follows: Vancouver +0·4 to 118·5; Ottawa +0·2 to 117·7; Toronto +0·2 to 119·4; Winnipeg +0·1 to 116·6; Saskatoon-Regina +0·1 to 115·5; St. John's —0·3 to 104·8†; Halifax —0·3 to 114·9; Saint John —0·3 to 117·8; Montreal —0·1 to 117·0. Edmonton-Calgary remained unchanged at 115·2:

Wholesale Prices, October 1955

Canada's general wholesale price index declined 0·4 per cent in October to 220·0 from 220·9 in the preceding month but was 2·7 per cent over last year's October figure of 214·3. Three of the eight major groups receded from September while five advanced.

Animal products dropped 2·8 per cent from September to 223·6; vegetable products moved down 1·1 per cent to 190·7.

Fibres, textiles and textile products declined 0·04 per cent to 226·1. Increases in copper, lead, gold, silver, zinc and tin moved non-ferrous metals up 0·8 per cent to 199·5. Wood, wood products and paper rose 0·7 per cent to 298·5. Increases in coal, coke and sulphur outweighed a small decrease in imported crude oil to move the index for non-metallic minerals up 0·6 per cent to 176·3. Chemicals and allied products rose 0·6 per cent to 177·7. An increase in the hardware sub-group placed iron and its products at 227·1, up 0·2 per cent from the preceding month.

Canadian farm product prices at terminal markets receded 2·9 per cent between September and October from 202·7 to 196·8. Declines were concentrated chiefly in animal products as the index moved down 3·9 per cent to 241·9 from 251·6, reflecting lower prices for livestock, raw wool, poultry, eggs, and eastern cheesemilk which considerably outweighed a seasonal increase in milk for fluid sales. In the field products group a drop of 1·4 per cent to 151·7 from 153·9 reflected lower prices for eastern potatoes, wheat and corn, which more than offset advances for barley, rye, western potatoes and eastern oats.

Residential building material prices were unchanged in October at 286·8 as increases in paint, shellac and wire cloth were balanced by a decline in lumber. Within the lumber group, however, price movements were diversified as advances in white pine and Quebec spruce descriptions were overbalanced by decreases in fir dimensions and western cedar siding.

Non-residential building material prices rose fractionally to 125·9 from 125·7, reflecting scattered minor price increases which outweighed a net decline in lumber.

†On base June 1951=100.

U.S. Consumer Price Index, October 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, was unchanged from mid-September to mid-October. At 114·9 (1947-49=100), the index in mid-October was 0·3 per cent higher than a year earlier but 0·4 per cent below the record reached in October 1953.

At the beginning of this year the index stood at 114·3 and at the beginning of 1954, at 115·2.

U.K Index of Retail Prices, August 1955

The United Kingdom's index of retail prices, compiled by the Ministry of Labour, declined from 113·3 in mid-July to 112·5 in mid-August (Jan. 1952=100). This was the first decline after two successive rises and brought the index to its lowest since May's 110·6.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 88.

Accidents

1. **Great Britain. Factory Department.** *Electrical Accidents and Their Causes, 1953.* London, H.M.S.O., 1955. Pp. 60.

2. **Illinois. Department of Labor. Division of Statistics and Research.** *Annual Report on Compensable Work Injuries, 1954. Part 1, Work Injuries reported.* Springfield, 1954. Pp. 24, 36.

3. **Quebec Association for the Prevention of Industrial Accidents.** *Annual Report, 1954.* Montreal, 1955. Pp. [38]

4. **U.S. Bureau of Labor Statistics.** *Injuries and Injury Rates in Water-Supply Utilities, 1953.* [Washington, G.P.O., 1955.] Pp. 33.

Apprenticeship

5. **Canada. Department of Labour.** *Apprenticeship today.* [Ottawa, 1955] 6 Parts. Canada at work broadcast No. 575. Contents.—Ontario, by G. H. Simmons.—British Columbia, by Edmund L. Allen.—Manitoba, by James Aiken.—New Brunswick, by B. W. Kelly.—Nova Scotia, by Roy H. MacCuish.—Saskatchewan, by Frank Ellis.

6. **Douse, H. L.** *"Training—what it means to us"* (Alberta, Quebec, Prince Edward Island and Newfoundland). [Ottawa, Department of Labour, 1955] Pp. 4. Canada at work broadcast No. 575.

7. **Ross, Stewart R.** *Apprenticeship in Canada.* [Ottawa, Department of Labour, 1955] Pp. 3. Canada at work broadcast No. 574.

Arbitration, Industrial

8. **American Federation of Labor. Building Construction Trades Department.** *Plan for settling Jurisdictional Disputes Nationally and Locally. Agreements and Decisions rendered affecting the Building Industry by the American Federation of Labor, Building and Construction Trades Dept., A.F. of L., National Board for Jurisdictional Awards, National Referees, John A. Lapp, Peter Eller, William L. Hutcheson and National Joint Board.* Washington, 1953. Pp. 131.

9. **McGill University, Montreal. Industrial Relations Centre.** *Industrial Conflict and Dispute Settlement.* Seventh Annual Conference, April 18 and 19, 1955. [Montreal, 1955] Pp. 121. Contents.—The Nature of Industrial Conflict, by Wilbert E. Moore.—Achieving Agreements in Collective Bargaining, by David L. Cole.—Social Responsibilities and the Conciliation Process, by Milton F. Gregg.—The Conciliation Process: A Management Viewpoint, by J. C. Adams.—The Conciliation Process: A Union Viewpoint, by Eamon Park.—A Critical Appraisal of Compulsory Conciliation in Canada, by H. D. Woods.

10. **Morgan, Chester A.** *Trends in NLRB (National Labor Relations Board) Decisions during 1953-54.* Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1955. Pp. 38.

Civil Service

11. **Great Britain. Treasury.** *Staff Relations in the Civil Service.* 2d. ed. London, H.M.S.O., 1955. Pp. 38.

12. **Kelsall, Roger Keith.** *Higher Civil Servants in Britain from 1870 to the Present Day.* London, Routledge & Kegan Paul, Ltd. [1955] Pp. 233.

Collective Agreements

13. **U.S. Bureau of Labor Statistics.** *Labor-Management Contract Provisions, 1954: Prevalence and Characteristics of Selected Collective Bargaining Clauses; Military-Service Payments, Paid Jury Leave, Paid Leave on Death in Family, Reporting and Call-Back Pay.* [Washington] G.P.O., 1955. Pp. 18.

14. **U.S. Bureau of Labor Statistics.** *The 1955 Ford and General Motors Union Contracts.* [Washington] 1955. Pp. 11.

Discrimination in Employment

15. **International Labour Office.** *Report on Discrimination in the Field of Employment and Occupation.* Geneva, 1955. Pp. 73. At head of title: International Labour Office. Governing Body. 129th session, Geneva, 27-28 May 1955. Second item on the agenda.

16. **Kaplansky, Kalmen.** *Operation of Fair Employment Practices Acts in Canada;* an Address delivered . . . to the Regional Zone Leadership Training Conference of the Brotherhood of Sleeping Car Porters (AFL-TLC), held in Montreal, June 26th-July 1st, 1955. [Montreal, Jewish Labor Committee of Canada, 1955] Pp. 9.

17. **New York (State). State Commission Against Discrimination.** *Report of Progress, 1954.* Albany, 1954. Pp. 84.

Economic Conditions

18. **Hodgman, Donald Renwick.** *Soviet Industrial Production, 1928-1951.* Cambridge, Harvard University Press, 1954. Pp. 241.

19. **Hunold, Albert C.** *The Industrial Development of Switzerland.* [Lectures delivered at the Société d'economie politique de statistique et de législation, Cairo, on the 16th, 18th, 20th, and 22nd March, 1954] Cairo, National Bank of Egypt, 1954. Pp. 45.

20. **Ontario. Bureau of Statistics and Research.** *Economic Survey of Ontario, 1955.* [Toronto, 1955] 1 Volume (Various Pagings.)

21. **United Nations. Economic Commission for Latin America.** Economic *Survey of Latin America, 1954;* prepared by the Secretariat of the Economic Commission for Latin America. New York, 1955. Pp. 203.

22. **U.S. Bureau of Labor Statistics.** *Economic Forces in the U.S.A. in Facts and Figures; the United States, its People, its Labor Force, and its Economy.* 4th ed. Washington [G.P.O.] 1955. Pp. 104.

Efficiency, Industrial

23. **American Management Association.** *How the DuPont Organization appraises its Performance; a Chart System for forecasting, measuring and reporting the Financial Results of Operations.* New York, [1950] Pp. 23.

24. **British Productivity Council.** *Work Study in Cotton, Electrical Equipment, Engineering, Fabrics, Factory Layout, Footwear, Furniture, Horticulture, Hosiery, Newspapers, Office Work, a "One-Off" Factory, Printing, Surgical Dressings, Toys and Smallware.* [London, 1955] Pp. 55.

25. **International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. Education Department.** *Automation; a Report to the UAW-CIO Economic and Collective Bargaining Conference held in Detroit, Michigan the 12th and 13th of November 1954.* With an introduction by Walter P. Reuther. A resolution on automation adopted by the 14th constitutional convention of the UAW-CIO; a glossary of terms used in automation. Detroit, 1955. Pp. 39.

26. **U.S. Department of the Army.** *Job Engineering: Modification of Jobs for Better Utilization of Manpower.* [Washington, G.P.O.] 1954. Pp. 54.

Employees' Benefit Plans

27. **U.S. Bureau of Labor Statistics.** *Digest of One-Hundred Selected Health and Insurance Plans under Collective Bargaining, 1954.* Washington, G.P.O., 1955. Pp. 208.

28. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Welfare and Pension Plans Investigation.* Hearings before a Subcommittee of the Committee on Labor and Public Welfare, United States Senate, Eighty-fourth Congress, First Session, pursuant to S. Res. 40 continuing the Authority of the Committee on Labor and Public Welfare to investigate Employee Welfare and Pension Plans and Funds subject to Collective Bargaining. Washington,

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G.P.O., 1955. 2 Volumes. Paul H. Douglas, chairman of subcommittee. Hearings held March 21, 1955 to April 4, 1955.

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Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 17, 1955

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,633	115	424	1,603	2,033	1,001	457
Agricultural	848	*	48	164	236	371	25
Non-Agricultural	4,785	111	376	1,439	1,797	630	432
Males	4,341	96	333	1,239	1,517	807	349
Agricultural	806	*	46	159	218	355	24
Non-Agricultural	3,535	92	287	1,080	1,299	452	325
Females	1,292	19	91	364	516	194	108
Agricultural	42	*	*	*	18	16	*
Non-Agricultural	1,250	19	89	359	498	178	107
All Ages	5,633	115	424	1,603	2,033	1,001	457
14—19 years	558	15	45	202	177	88	31
20—24 years	734	18	54	235	246	133	48
25—44 years	2,602	55	188	733	947	458	221
45—64 years	1,525	24	117	388	579	279	138
65 years and over	214	*	20	45	84	43	19
Persons with Jobs							
All status groups	5,495	113	406	1,551	1,986	989	450
Males	4,231	94	317	1,199	1,479	798	344
Females	1,264	19	89	352	507	191	106
Agricultural	844	*	47	163	235	370	25
Non-Agricultural	4,651	109	359	1,388	1,751	619	425
Paid Workers	4,264	93	316	1,256	1,640	577	382
Males	3,117	76	238	934	1,173	410	286
Females	1,147	17	78	322	467	167	96
Persons Without Jobs and Seeking Work							
Both Sexes	138	*	18	52	47	12	
Persons not in the Labour Force							
Both Sexes	4,941	139	445	1,384	1,624	894	455
Males	925	35	93	233	292	166	106
Females	4,016	104	352	1,151	1,332	728	349

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimated in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Sept. 17, 1955		Week Ended Aug. 20, 1955		Week Ended Sept. 18, 1954	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work	150	135	145	136	181	172
Without Jobs	138	125	131	123	168	160
Under 1 month	66	—	53	—	64	—
1— 3 months	40	—	40	—	60	—
4— 6 months	14	—	14	—	23	—
7—12 months	10	—	13	—	15	—
13—18 months	*	—	*	—	*	—
19—and over	*	—	*	—	*	—
Worked	12	10	14	13	13	12
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	10	*	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1954—1st six months							48,706(1)
1954—1st nine months	3,146	22,992	68,043	22,953	9,719	126,853	72,350*
1955—1st nine months	2,502	17,164	45,102	12,593	9,246	86,607	46,798*

* These totals include all age groups.

(1) Correction—October 1955 issue.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1954 1st nine months	8,053	5,496	1,667	2,231	9,407	9,830	672	23,088	11,337	504	72,285
1955 1st nine months	6,806	4,560	994	1,679	7,051	6,292	440	13,020	6,449	304	47,595

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

Source: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1954—August	80	324	75	265	239	36	1,019
September	82	325	79	267	249	36	1,038
October	84	323	83	269	249	36	1,044
November	81	321	77	269	253	36	1,037
December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013
May	69	340	72	273	258	37	1,049
June	77	346	86	279	265	38	1,091
July	80	346	86	283	260	38	1,093
August	81	353	92	282	261	39	1,108

C—Employment, Hours and Earnings

Tables C-1 to C 3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,670,500.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source Employment and Payrolls, (D.B.S.)

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wagesand Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	82·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	140·3	126·0	54.13	109·3	139·7	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
1954—Average	109·9	151·3	137·1	58.88	107·7	150·0	138·6	60.94
1952—Jan. 1	109·4	128·0	117·4	50.42	104·4	123·2	117·9	51.82
Feb. 1	107·4	132·7	123·8	53.19	105·3	132·6	125·9	55.35
Mar. 1	107·6	134·7	125·6	53.95	106·5	135·0	126·7	55.72
Apr. 1	107·5	135·5	126·4	54.32	107·0	137·7	128·6	56.55
May 1	107·2	135·2	126·5	54.34	107·3	138·1	128·6	56.55
June 1	110·3	138·4	125·9	54·08	108·5	138·6	127·6	56.09
July 1	112·1	140·4	125·6	53.96	108·8	138·6	127·2	55.95
Aug. 1	114·1	142·7	125·4	53.89	110·3	139·9	126·7	55.70
Sept. 1	115·2	145·8	127·0	54.55	112·8	144·7	128·2	56.35
Oct. 1	116·4	148·9	128·3	55.12	114·2	148·3	129·8	57.09
Nov. 1	116·2	150·1	129·5	55.65	113·6	149·1	131·1	57.65
Dec. 1	116·1	151·3	130·6	56.12	113·5	151·0	133·0	58.46
1953—Jan. 1	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1	114·9	154·5	134·0	57.57	114·7	115·0	134·5	59.16
Aug. 1	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
1954—Jan. 1	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1	106·6	147·6	137·8	59.22	108·3	151·2	139·0	61.13
Apr. 1	105·6	145·7	137·5	59.06	107·9	150·8	139·2	61.19
May 1	106·2	146·8	137·7	59.15	107·3	150·3	139·4	61.30
June 1	109·0	148·9	136·0	58.42	107·7	149·0	137·7	60.54
July 1	111·7	153·9	137·3	58.98	108·8	151·7	138·7	60.99
Aug. 1	112·3	155·4	137·7	59.17	108·0	150·9	138·9	61.07
Sept. 1	112·9	155·5	137·2	58.93	108·3	150·8	138·4	60.87
Oct. 1	113·4	157·1	317·9	59.25	108·1	151·8	139·6	61.39
Nov. 1	112·5	157·2	139·2	59.78	106·3	150·5	140·8	61.89
Dec. 1	112·1	156·2	138·7	59.59	105·4	149·7	141·2	62.07
1955—Jan. 1	109·1	149·2	136·1	58.49	103·2	143·5	138·3	60.80
Feb. 1	105·8	148·8	140·0	60.15	103·6	148·2	142·2	62.53
Mar. 1	105·6	150·3	141·7	60.86	105·7	152·5	143·5	63.11
Apr. 1	105·7	150·0	141·2	60.68	106·5	154·2	143·9	63.28
May 1	107·4	153·1	141·9	60.96	107·3	156·6	145·1	63.81
June 1	111·7	158·8	141·4	60.76	109·3	158·9	144·5	63.54
July 1	115·3	164·1	141·7	60.87	111·6	151·5	143·9	63.28
Aug. 1	116·1	166·0	142·3	61.13	111·4	161·0	143·7	63.18
Sept 1	118·1	168·7	142·2	61.10	113·8	164·7	143·8	63.25

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1955	Aug. 1 1955	Sept. 1 1954	Sept. 1 1955	Aug. 1 1955	Sept. 1 1954
(a) Provinces						
Newfoundland	140·9	143·6	139·2	56.18	55.51	54.94
Prince Edward Island	122·5	119·3	121·2	44.69	45.09	43.48
Nova Scotia	101·0	98·7	101·0	50.27	51.25	48.98
New Brunswick	111·1	106·5	100·5	51.24	51.45	50.26
Quebec	117·4	115·0	112·2	58.88	58.49	56.69
Ontario	116·9	115·3	111·6	63.47	63.44	61.17
Manitoba	109·7	108·6	109·1	58.55	58.84	57.19
Saskatchewan	126·2	125·7	126·5	58.79	58.93	56.69
Alberta (including Northwest Territories)	143·6	143·0	136·4	62.78	62.55	59.14
British Columbia (including Yukon)	121·8	118·0	113·1	65.73	67.00	64.14
Canada	**118·1**	**116·1**	**112·9**	**61.10**	**61.13**	**58.93**
(b) Metropolitan Areas						
St. John's	124·6	122·6	119·6	46.39	45.67	44.36
Sydney	89·7	85·8	92·0	62.46	61.95	58.33
Halifax	113·0	111·3	110·9	49.84	51.75	48.02
Saint John	96·1	98·0	95·3	49.55	48.56	47.18
Quebec	112·3	111·4	115·0	51.88	51.39	48.99
Sherbrooke	104·6	101·8	98·8	50.14	49.46	48.76
Three Rivers	111·2	108·8	109·0	59.02	58.77	56.86
Drummondville	76·7	73·6	68·6	53.08	51.65	51.07
Montreal	115·3	113·6	111·4	60.39	59.73	57.63
Ottawa—Hull	116·9	116·5	113·2	57.19	56.37	55.16
Peterborough	96·9	96·4	94·9	63.50	63.05	61.80
Oshawa	160·2	159·9	116·0	67.22	66.42	55.75
Niagara Falls	146·0	126·1	155·6	64.35	67.32	63.74
St. Catharines	119·1	117·6	109·4	70.39	71.08	67.57
Toronto	122·2	120·2	120·4	64.95	64.56	62.79
Hamilton	110·2	107·5	102·7	66.31	65.74	62.63
Brantford	84·4	83·6	81·6	59.23	59.70	56.37
Galt	101·0	99·6	99·0	55.56	54.58	54.09
Kitchener	109·4	105·4	102·6	59.46	59.35	57.33
Sudbury	133·5	132·7	136·5	76.74	74.83	72.85
London	114·7	114·2	109·4	58.75	58.65	56.87
Sarnia	126·1	125·1	116·3	74.14	77.62	73.49
Windsor	92·5	106·4	80·9	72.29	67.97	67.63
Sault Ste. Marie	122·6	121·4	100·3	73.65	66.79	68.05
Ft. William—Pt. Arthur	114·5	113·7	113·9	62.74	63.30	61.48
Winnipeg	107·3	106·4	105·9	55.95	56.29	54.38
Regina	119·2	119·0	123·7	56.06	55.88	54.88
Saskatoon	124·3	123·6	127·3	54.92	55.28	52.75
Edmonton	165·0	163·0	154·1	61.00	61.03	56.88
Calgary	148·9	152·3	137·3	59.83	59.72	57.74
Vancouver	113·5	111·0	105·7	63.60	63.94	61.38
Victoria	120·4	118·4	115·6	59.29	60.11	58.90

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1955	Aug. 1 1955	Sept. 1 1954	Sept. 1 1955	Aug. 1 1955	Sept. 1 1954
Mining	**117·2**	**116·5**	**112·8**	**73.44**	**73.37**	**69.65**
Metal mining	120·6	120·4	115·4	76.42	76.41	73.52
Gold	81·1	82·6	83·7	68.36	68.77	66.84
Other metal	157·4	155·6	145·0	80.29	80.19	77.12
Fuels	102·5	101·9	99·7	71.54	70.98	65.83
Coal	66·5	66·4	73·3	59.36	58.01	57.24
Oil and natural gas	221·5	218·8	187·2	83.59	83.97	76.98
Non-metal	148·0	144·7	141·4	66.49	67.10	63.71
Manufacturing	**113.8**	**111·4**	**108·3**	**63.25**	**63.18**	**60.87**
Food and beverages	124·2	114·3	118·6	54.71	55.95	52.37
Meat products	123·0	124·3	116·6	65.67	65.75	62.56
Canned and preserved fruits and vegetables	212·0	120·8	185·0	43.84	44.10	39.27
Grain mill products	106·7	106·8	106·4	62.27	61.44	60.49
Bread and other bakery products	110·0	109·8	103·4	53.68	53.79	52.13
Biscuits and crackers	100·6	98·5	101·1	47.72	47.38	44.56
Distilled and malt liquors	108·4	109·8	106·7	71.45	72.70	68.26
Tobacco and tobacco products	78·7	78·3	77·7	62.16	63.06	60.53
Rubber products	113·8	110·8	104·2	63.33	63.04	61.76
Leather products	87·2	84·6	88·3	44.47	43.17	42.49
Boots and shoes (except rubber)	90·1	87·6	92·1	42.70	41.63	40.53
Textile products (except clothing)	85·6	84·8	78·8	51.75	50.86	50.03
Cotton yarn and broad woven goods	87·3	86·6	79·6	49.97	47.03	46.56
Woollen goods	72·3	71·2	66·7	49.72	49.45	49.49
Synthetic textiles and silk	86·7	88·1	78·6	56.76	57.86	55.80
Clothing (textile and fur)	92·5	88·2	91·8	41.96	41.02	41.59
Men's clothing	97·5	93·0	95·7	40.77	39.75	39.98
Women's clothing	91·7	85·3	95·7	42.53	41.50	42.83
Knit goods	82·0	79·1	78·8	42.94	41.94	42.54
Wood products	115·4	113·8	107·6	56.46	56.25	54.76
Saw and planing mills	122·2	121·0	113·0	57.71	57.93	56.32
Furniture	108·3	104·6	101·5	55.29	53.68	53.01
Other wood products	97·7	98·1	94·4	51.79	51.79	49.74
Paper products	124·4	122·6	120·2	75.84	76.26	72.94
Pulp and paper mills	128·8	127·2	124·8	81.16	81.63	78.26
Other paper products	113·4	111·4	108·8	61.12	61.30	58.05
Printing, publishing and allied industries	111·7	111·4	110·4	67.32	67.37	65.15
Iron and steel products	105·2	103·0	98·5	71.91	70.08	67.39
Agricultural implements	63·1	63·8	56·2	68.44	67.83	64.46
Fabricated and structural steel	129·1	126·2	130·8	74.53	71.90	71.06
Hardware and tools	103·8	101·9	97·5	66.90	65.96	63.47
Heating and cooking appliances	96·3	99·3	98·7	62.37	61.05	60.46
Iron castings	98·6	95·7	85·8	72.09	70.64	67.73
Machinery mfg.	109·6	107·7	109·4	69.06	68.10	66.43
Primary iron and steel	115·7	112·0	96·0	78.73	75.37	71.77
Sheet metal products	113·4	110·4	109·7	72.74	69.80	66.47
Transportation equipment	128·6	134·2	121·5	68.99	69.23	68.06
Aircraft and parts	315·1	309·3	343·4	75.60	77.01	74.16
Motor vehicles	113·2	138·3	83·0	72.61	71.71	69.55
Motor vehicle parts and accessories	119·5	123·7	86·8	67.02	69.24	68.01
Railroad and rolling stock equipment	84·6	82·8	85·6	61.17	63.38	63.63
Shipbuilding and repairing	134·0	134·3	152·4	66.92	66.25	63.42
Non-ferrous metal products	128·5	127·2	120·0	73.06	72.71	69.61
Aluminum products	131·5	129·9	120·2	67.49	67.14	66.92
Brass and copper products	106·6	104·7	101·9	69.41	70.19	65.51
Smelting and refining	154·6	153·5	141·2	79.09	78.65	75.20
Electrical apparatus and supplies	140·2	133·9	131·1	68.64	68.07	66.54
Non-metallic mineral products	132·9	131·1	119·5	66.64	67.14	64.38
Clay products	115·1	114·2	108·6	62.60	62.58	61.23
Glass and glass products	135·5	134·3	114·8	63.29	64.13	61.38
Products of petroleum and coal	130·4	130·2	124·8	88.89	90.15	85.43
Chemical products	124·7	121·5	122·0	70.14	70.16	66.86
Medicinal and pharmaceutical preparations	112·3	107·8	107·7	64.67	65.05	61.41
Acids, alkalis and salts	127·7	127·1	116·7	78.43	78.04	75.35
Miscellaneous manufacturing industries	103·5	100·4	104·9	54.81	54.23	53.38
Construction	**137·9**	**132·2**	**129·0**	**63.35**	**62.49**	**60.99**
Building and structures	137·5	132·8	130·4	68.91	67.25	65.71
Building	140·6	133·9	122·3	67.76	66.46	65.56
Engineering work	123·8	123·2	149·1	74.57	71.02	72.16
Highways, bridges and streets	138·6	131·3	126·8	54.51	54.77	53.33
Service	**121·6**	**121·2**	**118·9**	**40.22**	**40.20**	**38.17**
Hotels and restaurants	118·9	118·2	118·3	34.61	34.42	33.08
Laundries and dry cleaning plants	107·2	107·5	104·3	37.71	37.55	36.62
Industrial composite	**118·1**	**116·1**	**112·9**	**61.10**	**61.13**	**58.93**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, (D.B.S.)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1955	Aug. 1, 1955	Sept. 1, 1954	Sept. 1, 1955	Aug. 1, 1955	Sept. 1, 1954
Newfoundland	41·6	42·7	42·4	131·3	133·1	134·2
Nova Scotia	40·8	42·1	41·0	126·9	124·7	119·5
New Brunswick	41·7	42·1	42·0	129·2	127·9	122·1
Quebec	42·7	42·1	42·2	130·4	130·3	126·5
Ontario	40·8	40·2	40·4	150·8	152·9	146·6
Manitoba	40·2	40·3	40·4	137·6	138·3	134·8
Saskatchewan	39·9	41·5	40·2	152·0	151·5	145·7
Alberta(1)	40·2	39·8	39·8	148·9	150·3	146·4
British Columbia(2)	38·0	38·5	38·3	172·7	173·6	166·0

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Fated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept.1 1955	Aug. 1 1955	Sept.1 1954	Sept.1 1955	Aug. 1 1955	Sept.1 1954	Sept.1 1955	Aug. 1 1955	Sept.1 1954
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	43·2	43·5	42·6	160·5	160·5	155·8	69.34	69.82	66.37
Metal mining	44·2	44·4	44·1	164·9	164·5	160·4	72.89	73.04	70.74
Gold	45·6	46·1	45·7	139·0	139·5	137·7	63.38	64.31	62.93
Other metal	43·5	43·5	43·2	178·7	178·2	173·9	77.73	77.52	75.12
Fuels	40·7	40·5	38·4	155·9	156·1	151·4	63.45	63.22	58.14
Coal	39·2	38·3	38·0	147·5	147·6	146·1	57.82	56.53	55.52
Oil and natural gas	44·3	45·7	39·8	173·1	172·5	166·3	76.68	78.83	66.19
Non-metal	43·5	44·5	44·0	150·4	151·5	144·6	65.42	67.42	63.62
Manufacturing	41·2	40·8	40·9	144·0	145·1	139·5	59.33	59.20	57.06
Food and beverages	41·9	41·4	41·3	119·1	124·1	115·6	49.90	51.38	47.74
Meat Products	39·8	40·4	39·9	153·1	152·2	147·4	60.93	61.49	58.81
Canned and preserved fruits and vegetables	44·6	38·9	40·3	91·8	98·0	89·7	40.94	38.12	36.15
Grain mill products	43·4	43·2	42·7	140·0	140·8	138·0	60.76	60.83	58.93
Bread and other bakery products	43·7	44·3	44·0	109·9	110·2	105·4	48.03	48.82	46.38
Distilled and malt liquors	39·9	41·2	40·0	164·1	164·0	155·7	65.48	67.57	62.28
Tobacco and tobacco products	40·1	40·5	40·1	145·5	147·2	141·8	58.35	59.47	56.86
Rubber products	40·7	40·1	40·6	148·0	147·7	144·3	60.24	59.23	58.59
Leather products	40·6	39·5	39·5	101·7	100·9	98·8	41.29	39.86	39.03
Boots and shoes (except rubber)	40·3	39·4	39·2	97·8	97·4	95·5	39.41	38.38	37.44
Textile products (except clothing)	42·5	41·5	41·8	112·0	111·6	109·2	47.60	46.31	45.65
Cotton yarn and broad woven goods	41·4	39·5	39·3	113·7	111·4	110·5	47.07	44.00	43.43
Woollen goods	43·2	43·2	43·6	104·9	104·4	104·1	45.32	45.10	45.39
Synthetic textiles and silk	44·1	44·0	44·7	117·4	119·3	114·1	51.77	52.49	51.00
Clothing (textile and fur)	38·6	37·3	37·8	97·9	98·0	98·9	37.79	36.55	37.38
Men's clothing	38·2	36·6	37·2	96·6	96·8	97·5	36.90	35.43	36.27
Women's clothing	37·0	35·1	36·5	103·6	104·4	105·1	38.33	36.64	38.36
Knit goods	40·6	39·3	39·1	96·8	96·7	98·3	39.30	38.00	38.44
*Wood products	42·3	42·2	42·0	128·6	128·4	125·8	54.40	54.18	52.84
Saw and planing mills	41·4	41·6	41·3	135·3	135·3	132·7	56.01	56.28	54.81
Furniture	44·2	42·9	43·6	118·6	117·5	115·6	52.42	50.41	50.40
Other wood products	43·5	44·0	42·9	112·2	111·5	109·2	48.81	49.06	46.85
Paper products	42·7	42·9	43·1	168·9	169·0	161·0	72.12	72.50	69.39
Pulp and paper mills	42·8	43·1	43·5	180·7	180·2	171·4	77.34	77.67	74.56
Other paper products	42·5	42·3	42·0	132·5	133·6	127·5	56.31	56.51	53.55
Printing, publishing and allied industries	39·9	39·8	40·1	171·6	171·4	165·3	68.47	68.22	66.29
*Iron and steel products	42·0	41·1	41·0	164·9	163·3	157·2	69.26	67.12	64.45
Agricultural implements	40·0	38·8	36·9	155·0	166·7	160·1	62.00	64.68	59.08
Fabricated and structural steel	40·7	39·7	40·7	166·4	163·6	164·2	67.72	64.95	66.83
Hardware and tools	42·2	41·8	41·4	148·8	149·3	144·6	62.79	62.41	59.86
Heating and cooking appliances	42·1	40·6	41·8	141·4	142·7	140·2	59.53	57.94	58.60
Iron castings	43·3	42·5	42·0	162·9	161·7	156·3	70.54	68.72	65.65
Machinery manufacturing	42·1	41·3	41·6	157·2	155·4	152·1	66.18	64.18	63.27
Primary iron and steel	41·3	40·3	40·0	184·8	179·7	171·0	76.32	72.42	68.40
Sheet metal products	43·6	42·1	41·7	163·0	159·7	153·6	71.07	67.23	64.05
*Transportation equipment	38·7	39·1	39·8	166·7	166·9	161·9	64.51	65.26	64.44
Aircraft and parts	41·1	40·3	41·5	173·0	170·5	171·7	71.10	68.71	71.26
Motor vehicles	36·4	36·5	35·3	178·4	179·9	171·6	64.94	65.66	60.57
Motor vehicle parts and accessories	37·5	39·7	39·2	166·9	166·7	162·2	62.59	66.18	63.58
Railroad and rolling stock equipment	37·4	38·9	39·7	160·0	159·8	158·4	59.84	62.16	62.88
Shipbuilding and repairing	41·8	41·6	41·7	159·3	157·5	150·5	66.59	65.52	62.76
*Non-ferrous metal products	41·3	41·2	41·0	168·3	166·8	159·3	69.51	68.72	65.31
Aluminum products	41·6	41·1	41·2	145·3	145·0	145·7	60.44	59.60	60.03
Brass and copper products	42·1	42·3	40·8	155·3	156·4	150·0	65.38	66.16	61.20
Smelting and refining	41·0	41·3	41·0	183·1	179·9	171·8	75.07	74.30	70.44
*Electrical apparatus and supplies	41·2	40·6	40·3	151·1	151·8	150·9	62.25	61.63	60.81
Heavy electrical machinery and equipment	40·5	40·4	40·1	164·1	163·7	166·2	66.46	66.13	66.65
*Non-metallic mineral products	43·8	44·0	43·7	146·1	145·9	141·5	63.99	64.20	61.84
Clay products	44·0	44·1	44·7	136·3	136·6	131·6	59.97	60.24	58.83
Glass and glass products	42·0	42·1	42·4	145·0	143·9	139·7	60.90	60.58	59.23
Products of petroleum and coal	40·7	41·3	41·5	195·6	196·0	188·7	79.61	80.95	78.31
Chemical products	41·2	41·0	41·1	152·7	152·1	146·3	62.91	62.36	60.13
Medicinal and pharmaceutical preparations	40·9	40·8	41·0	126·1	123·8	120·7	51.57	50.51	49.49
Acids, alkalis and salts	41·7	41·6	41·9	174·5	174·2	167·7	72.77	72.47	70.27
Miscellaneous manufacturing industries	41·1	40·3	41·1	118·2	118·4	116·2	48.58	47.72	47.76
*Durable goods	41·2	40·9	41·0	155·9	155·6	150·9	64.23	63.64	61.87
Non-durable goods	41·2	40·7	40·8	131·8	133·8	128·4	54.30	54.46	52.39
Construction	41·8	41·5	41·8	150·1	148·5	144·2	62.74	61.63	60.28
Buildings and structures	41·3	41·0	41·5	163·0	160·9	155·5	67.32	65.97	64.53
Highways, bridges and streets	43·0	42·5	42·4	124·5	124·0	121·2	53.54	52.70	51.39
Electric and motor transportation	44·7	44·9	44·7	146·2	145·2	141·2	65.35	65.19	63.12
Service	40·6	40·3	40·9	84·2	84·7	81·7	34.19	34.13	33.42
Hotels and restaurants	41·1	40·6	41·6	83·1	83·9	80·4	34.15	34.06	33.45
Laundries and dry cleaning plants	40·2	40·2	40·2	81·7	81·6	80·0	32.84	32.80	32.16

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1949	42·3	98·6	41·71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954	40·6	140·8	57.16	137·0	116·2	117·9
Week Preceding:						
August 1, 1954	40·7	140·9	57.35	137·5	117·0	117·5
September 1, 1954	40·9	139·5	57.06	136·8	116·8	117·1
October 1, 1954	41·3	139·7	57.70	138·3	116·8	118·4
November 1, 1954	41·3	140·5	58.03	139·1	116·8	119·1
December 1, 1954	41·2	141·2	58.17	139·5	116·6	119·6
January, 1, 1955	41·1*	142·8	58.69*	140·7	116·4	120·9
February 1, 1955	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955	41·2	143·5	59.12	141·7	116·0	122·2
April 1, 1955	41·1	144·3	59.31	142·2	116·1	122·5
May 1, 1955	41·2	145·4	59.90	143·6	116·4	123·4
June 1, 1955	41·0	145·5	59.66	143·0	115·9	123·4
July 1, 1955	40·9	145·0	59.31	142·2	116·0	122·6
August 1, 1955(1)	40·8	145·0	59.16	141·8	116·4	121·8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39·3 and $56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1949	14,535	15,200	29,735	122,664	49,702	172,366
November 1, 1950	41,144	13,085	54,229	89,690	57,313	147,003
November 1, 1951	44,820	10,868	55,688	94,491	61,017	155,508
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955 (1)	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955 (1)	24,269	14,667	38,936	136,623	69,713	206,336

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1955[1]

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Aug. 31, 1955	Change from Sept. 30, 1954
Agriculture, Fishing, Trapping	**2,090**	**205**	**2,295**	**— 245**	**+ 843**
Forestry	**8,770**	**12**	**8,782**	**+ 1,593**	**+ 4,381**
Mining, Quarrying and Oil Wells	**757**	**61**	**818**	**+ 19**	**+ 414**
Metal Mining	351	12	363	— 43	+ 212
Fuels	226	15	241	+ 80	+ 98
Non-Metal Mining	103	1	104	— 23	+ 87
Quarrying, Clay and Sand Pits	20	3	23	+ 3	+ 17
Prospecting	57	30	87	+ 2	0
Manufacturing	**5,520**	**3,878**	**9,498**	**— 85**	**+ 3,545**
Foods and Beverages	479	321	800	— 386	+ 140
Tobacco and Tobacco Products	14	11	25	— 4	+ 15
Rubber products	74	32	106	— 1	+ 63
Leather Products	104	198	302	— 93	+ 116
Textile Products (except clothing)	164	235	399	+ 28	+ 146
Clothing (textile and fur)	282	1,827	2,109	— 240	+ 460
Wood Products	609	129	738	— 48	+ 438
Paper Products	185	75	260	— 31	+ 120
Printing, Publishing and Allied Industries	175	134	309	+ 2	+ 125
Iron and Steel Products	931	176	1,107	+ 5	+ 621
Transportation Equipment	1,000	81	1,081	+ 353	+ 24
Non-Ferrous Metal Products	475	107	582	+ 146	+ 471
Electrical Apparatus and Supplies	499	266	765	+ 130	+ 377
Non-Metallic Mineral Products	148	46	194	+ 33	+ 103
Products of Petroleum and Coal	42	11	53	— 43	+ 33
Chemical Products	179	125	304	+ 17	+ 127
Miscellaneous Manufacturing Industries	160	204	364	+ 47	+ 166
Construction	**4,518**	**116**	**4,634**	**+ 242**	**+ 2,428**
General Contractors	3,185	70	3,255	+ 178	+ 1,751
Special Trade Contractors	1,333	46	1,379	+ 64	+ 677
Transportation, Storage and Communication	**1,249**	**329**	**1,578**	**— 34**	**+ 941**
Transportation	996	142	1,138	— 111	+ 674
Storage	84	14	98	+ 11	+ 67
Communication	169	173	342	+ 66	+ 200
Public Utility Operation	**136**	**32**	**168**	**+ 52**	**+ 35**
Trade	**2,990**	**2,959**	**5,949**	**+ 152**	**+ 1,827**
Wholesale	1,006	633	1,639	+ 14	+ 650
Retail	1,984	2,326	4,310	+ 138	+ 1177
Finance, Insurance and Real Estate	**707**	**841**	**1,548**	**— 192**	**+ 492**
Service	**3,001**	**9,227**	**12,228**	**— 566**	**+ 3,280**
Community or Public Service	257	1,062	1,319	— 264	+ 126
Government Service	1,190	410	1,600	+ 64	+ 158
Recreation Service	169	119	288	— 16	+ 55
Business Service	716	460	1,176	— 30	+ 511
Personal Service	669	7,176	7,845	— 320	+ 2,430
GRAND TOTAL	**29,738**	**17,760**	**47,498**	**+ 936**	**+ 18,186**

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT SEPTEMBER 29, 1955[1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	2,175	526	2,701	3,370	1,163	4,533
Clerical workers	1,681	4,014	5,695	7,520	20,534	28,054
Sales workers	1,540	1,574	3,114	3,389	8,014	11,403
Personal and domestic service workers	921	7,862	8,783	17,927	11,436	29,363
Seamen	21	.....	21	611	1	612
Agriculture and fishing	1,980	42	2,022	1,077	113	1,190
Skilled and semiskilled workers	16,403	2,838	19,241	44,007	11,430	55,437
Food and kindred products (inc. tobacco)	82	23	105	734	360	1,094
Textiles, clothing, etc.	165	1,998	2,163	1,803	6,818	8,621
Lumber and wood products	8,962	5	8,967	3,629	94	3,723
Pulp, paper (inc. printing)	51	15	66	651	319	970
Leather and leather products	55	148	203	597	628	1,225
Stone, clay and glass products	24	5	29	135	34	169
Metalworking	1,117	48	1,165	6,698	672	7,370
Electrical	304	201	505	1,109	579	1,688
Transportation equipment	12	7	19	594	48	642
Mining	428	.....	428	650	.....	650
Construction	2,104	.....	2,104	7,387	3	7,390
Transportation (except seamen)	1,014	17	1,031	7,395	69	7,464
Communications and public utility	57	.....	57	223	17	240
Trade and service	276	286	562	1,679	912	2,591
Other skilled and semiskilled	1,463	72	1,535	8,137	644	8,781
Foremen	63	8	71	1,112	223	1,335
Apprentices	226	5	231	1,474	10	1,484
Unskilled workers	4,073	1,369	5,442	39,822	10,854	50,676
Food and tobacco	223	204	427	1,377	1,881	3,258
Lumber and lumber products	350	20	370	3,165	190	3,355
Metalworking	352	72	424	2,114	443	2,557
Construction	1,970	2	1,972	13,283	43	13,326
Other unskilled workers	1,178	1,071	2,249	19,883	8,297	28,180
GRAND TOTAL	**28,794**	**18,225**	**47,019**	**117,723**	**63,545**	**181,268**

(1) Preliminary—subject to revision.
(2) Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT SEPTEMBER 29, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954
Newfoundland	**427**	**389**	**446**	**3,168**	**4,022**	**3,508**
Corner Brook	82	62	30	994	1,290	1,152
Grand Falls	.....	.....	2	182	243	231
St. John's	345	327	414	1,992	2,489	2,125
Prince Edward Island	**428**	**243**	**347**	**860**	**875**	**1,011**
Charlottetown	138	125	75	536	540	641
Summerside	290	118	272	324	335	370
Nova Scotia	**1,426**	**1,316**	**1,020**	**9,721**	**9,375**	**11,449**
Amherst	12	34	14	318	327	336
Bridgewater	25	33	66	285	305	414
Halifax	841	929	707	3,144	3,027	3,458
Inverness	.....	.....	.....	179	220	307
Kentville	143	120	111	469	447	727
Liverpool	290	47	29	156	181	200
New Glasgow	17	20	20	1,208	1,232	1,796
Springhill	.....	8	1	225	165	515
Sydney	20	24	27	2,773	2,650	2,648
Truro	70	93	31	479	405	516
Yarmouth	8	8	14	485	416	532
New Brunswick	**1,298**	**1,206**	**1,065**	**7,068**	**6,977**	**9,179**
Bathurst	17	13	21	337	380	474
Campbellton	46	34	33	366	419	505
Edmundston	76	12	35	155	297	238
Fredericton	415	278	387	486	467	800
Minto	15	32	12	172	228	605
Moncton	391	347	286	1,681	1,573	2,028
Newcastle	18	9	26	539	537	736
Saint John	246	356	164	2,624	2,430	2,577
St. Stephen	9	9	8	368	323	768
Sussex	25	17	7	144	122	150
Woodstock	40	99	86	196	201	298
Quebec	**18,285**	**16,361**	**10,168**	**51,962**	**55,703**	**68,941**
Asbestos	53	52	15	201	256	327
Beauharnois	29	37	8	279	214	503
Buckingham	8	19	14	192	190	406
Causapscal	235	272	5	262	406	304
Chandler	8	8	1	115	140	177
Chicoutimi	279	362	198	358	530	523
Dolbeau	119	224	72	177	248	248
Drummondville	57	77	27	831	856	1,538
Farnham	344	119	36	546	457	457
Forestville	616	602	137	206	272	195
Gaspé	.....	2	3	113	130	183
Granby	15	24	22	872	855	1,119
Hull	59	58	101	977	1,116	1,334
Joliette	176	237	227	924	992	1,389
Jonquières	84	55	43	570	654	745
Lachute	22	29	21	229	251	257
La Malbaie	33	16	49	176	180	146
La Tuque	2,767	2,718	2,069	213	205	310
Lévis	81	161	122	957	1,218	1,186
Louiseville	45	26	15	239	451	337
Magog	24	61	*	180	179	*
Maniwaki	26	97	4	65	77	61
Matane	497	504	55	191	277	237
Mégantic	7	91	31	230	268	344
Mont-Laurier	26	31	2	290	429	398
Montmagny	24	28	25	458	639	370
Montréal	6,567	5,959	3,543	22,253	23,471	31,284
New Richmond	3	17	22	198	205	226
Port-Alfred	557	17	182	180	160	168
Québec	894	738	654	5,956	5,652	5,348
Rimouski	1,561	1,286	17	349	387	556
Rivière du Loup	73	75	19	416	478	803
Roberval	33	24	371	173	246	223
Rouyn	249	215	101	760	697	935
Ste-Agathe	34	61	6	202	196	301
Ste-Anne de Bellevue	84	74	25	285	298	385
Ste-Thérese	107	100	80	491	548	830
St-Georges Est	169	133	366	436	495	575
St-Hyacinthe	181	94	122	703	799	1,081
St-Jean	109	97	62	823	796	1,027
St-Jérome	31	39	14	495	485	633
St. Joseph d'Alma	155	161	585	957	1,404	592
Sept Îles	155	210	48	133	102	134
Shawinigan Falls	83	49	22	1,153	1,147	1,407
Sherbrooke	147	282	162	1,520	1,642	2,830
Sorel	43	12	29	652	758	1,374
Thetford Mines	34	29	139	465	576	573
Trois-Rivières	911	347	138	1,640	1,673	2,209

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT SEPTEMBER 29, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954
Quebec—Con.						
Val d'Or	328	299	36	624	659	729
Valleyfield	58	64	50	725	745	945
Victoriaville	85	69	73	522	594	679
Ontario	**13,161**	**13,698**	**8,858**	**69,041**	**71,466**	**99,323**
Arnprior	21	12	17	83	106	90
Barrie	131	143	185	710	630	871
Belleville	19	27	28	721	807	635
Bracebridge	61	60	59	238	204	349
Brampton	61	24	39	264	338	336
Brantford	180	187	53	1,344	1,387	1,729
Brockville	29	31	39	159	180	212
Carleton Place	7	1	2	95	109	167
Chatham	267	377	328	590	788	1,227
Cobourg	30	14	21	333	257	428
Collingwood	16	26	15	496	548	620
Cornwall	162	202	55	1,352	1,410	1,822
Fort Erie	14	30	1	302	213	419
Fort Frances	4	5	10	103	135	130
Fort William	241	320	119	598	614	990
Galt	206	66	51	285	447	884
Gananoque	10	13	1	90	74	130
Goderich	19	18	25	236	199	306
Guelph	141	153	80	735	832	1270
Hamilton	907	984	553	4,514	5,150	8,369
Hawkesbury	17	27	21	243	178	242
Ingersoll	43	46	14	217	136	348
Kapuskasing	52	54	29	201	207	290
Kenora	72	80	12	190	166	172
Kingston	198	166	154	751	742	717
Kirkland Lake	155	95	18	337	325	528
Kitchener	155	130	90	1,092	1,036	1,897
Leamington	31	66	8	289	314	515
Lindsay	65	75	52	554	339	754
Listowel	17	26	25	108	125	175
London	694	721	469	2,213	1,839	2,880
Midland	14	18	15	275	216	585
Napanee	5	4	1	183	155	208
New Toronto	301	239	118	1,092	1,340	1,341
Niagara Falls	100	114	46	558	511	1,385
North Bay	75	80	57	492	513	905
Oakville	185	190	552	116	374	292
Orillia	60	68	15	362	333	498
Oshawa	98	156	88	7,665	1,979	6,939
Ottawa	1,175	1,138	1,008	2,248	2,347	2,521
Owen Sound	41	54	34	541	499	630
Parry Sound	5	4	3	110	90	140
Pembroke	273	241	113	633	738	870
Perth	28	26	21	132	122	221
Peterborough	41	45	20	1,338	1,375	1,631
Picton	7	3	4	98	89	98
Port Arthur	275	301	110	783	942	1,117
Port Colborne	7	2	16	297	256	555
Prescott	123	97	33	295	393	328
Renfrew	9	16	5	268	288	256
St. Catharines	118	250	87	1,721	1,349	2,339
St. Thomas	82	89	57	453	349	502
Sarnia	82	101	46	861	1,037	1,452
Sault Ste. Marie	192	167	78	669	639	2,050
Simcoe	23	172	34	297	123	259
Sioux Lookout	20	19	19	99	92	75
Smiths Falls	18	26	11	247	235	366
Stratford	24	28	30	289	293	546
Sturgeon Falls	2	3	4	613	416	485
Sudbury	174	216	95	1,045	947	1,454
Timmins	66	54	55	756	795	941
Toronto	4,602	4,627	2,912	16,895	19,656	22,168
Trenton	96	159	35	360	375	358
Walkerton	38	48	21	243	186	412
Wallaceburg	18	19	8	162	169	626
Welland	85	64	11	559	534	1,513
Weston	197	291	260	898	1,101	783
Windsor	443	357	251	5,765	10,618	12,712
Woodstock	34	33	12	180	157	260
Manitoba	**2,298**	**2,514**	**1,997**	**8,966**	**8,338**	**9,431**
Brandon	224	224	172	493	449	508
Dauphin	13	37	12	257	181	252
Flin Flon	51	40	19	151	120	167
Portage la Prairie	33	56	37	350	236	369
The Pas	3	14	3	46	42	28
Winnipeg	1,974	2,143	1,754	7,669	7,310	8,107

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT SEPTEMBER 29, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies [2]			Live Applications		
	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954	[1] Sept. 29, 1955	Previous Month Sept. 1, 1955	Previous Year Sept. 30, 1954
Saskatchewan	**1,144**	**1,717**	**1,313**	**4,307**	**3,771**	**4,154**
Estevan	40	100	29	73	65	59
Moose Jaw	168	256	148	450	357	484
North Battleford	48	65	114	249	240	264
Prince Albert	90	87	52	554	565	697
Regina	302	386	291	1,075	894	926
Saskatoon	303	432	300	1,170	1,014	1,122
Swift Current	93	209	225	153	127	164
Weyburn	42	49	60	77	69	57
Yorkton	58	133	94	506	440	381
Alberta	**4,213**	**3,781**	**2,264**	**7,347**	**6,746**	**9,719**
Blairmore	19	21	13	174	126	292
Calgary	1,177	1,207	668	2,745	2,586	3,159
Drumheller	29	36	59	139	152	121
Edmonton	2,311	1,968	1,130	2,992	2,709	4,200
Edson	94	39	46	109	83	243
Lethbridge	343	280	237	512	409	735
Medicine Hat	141	109	41	422	435	564
Red Deer	99	121	52	254	246	380
Yellowknife Office Closed	Figures Included With Edmonton		18	Figures Included With Edmonton		25
British Columbia	4,339	4,631	1,928	18,828	18,410	25,729
Chilliwack	60	60	52	666	368	492
Courtenay	47	83	34	276	291	304
Cranbrook	33	9	44	158	163	204
Dawson Creek	19	35	29	122	384	209
Duncan	82	50	24	335	681	249
Kamloops	153	189	108	284	243	298
Kelowna	203	52	38	160	248	199
Mission City	44	313	35	295	224	316
Nanaimo	60	62	17	900	954	700
Nelson	23	24	25	189	187	345
New Westminster	156	255	107	2,266	2,105	3,612
Penticton	25	18	1	122	146	228
Port Alberni	53	46	10	309	548	254
Prince George	236	233	79	440	487	712
Prince Rupert	461	479	39	353	256	447
Princeton	21	21	4	55	54	61
Trail	39	37	3	215	194	434
Vancouver	2,055	1,799	884	9,662	8,940	14,197
Vernon	167	381	75	151	170	222
Victoria	350	377	249	1,679	1,607	2,114
Whitehorse	52	108	71	191	160	132
Canada	**47,019**	**45,856**	**29,406**	**181,268**	**185,683**	**242,444**
Males	28,794	26,320	16,388	117,723	121,945	170,883
Females	18,225	19,536	13,018	63,545	63,738	71,561

[1] Preliminary subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.
* Magog commenced reporting August 1, 1955. Previously included with Sherbrooke.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	165,199	131,685
1954 (9 months)	664,465	414,082	250,383	51,483	162,993	208,418	133,744	107,827
1955 (9 months)	719,169	479,454	239,715	50,560	167,355	254,866	134,397	111,991

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1 TO SEPTEMBER 30, 1955

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	.....	.....	.....	23	523	185	16	.....	224	70	13	142	2,844	860	1,027	2,172	4,191	913	1,779	4,427	20,055	5,627	10,965	1,518
Forestry	88	8	.....	.....	.....	.....	.....	.....	479	136	3	8	350	211	1	7	15,063	4,549	304	1,034	2,412	1,498	52	188
Fishing and Trapping	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	12	5	.....	1
Mining, Quarrying and Oil Wells	2	.....	.....	.....	.....	.....	.....	.....	108	98	.....	.....	67	46	.....	4	793	470	5	48	928	539	40	49
Metal Mining	2	.....	.....	.....	.....	.....	.....	.....	3	3	.....	.....	31	23	.....	4	559	292	4	42	640	336	12	45
Fuels	.....	.....	.....	.....	.....	.....	.....	.....	102	90	.....	.....	30	19	.....	.....	1	1	.....	.....	21	8	10	2
Non-Metal Mining	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	181	154	.....	.....	75	61	2	.....
Quarrying, Clay and Sand Pits	.....	.....	.....	.....	.....	.....	.....	.....	2	4	.....	.....	2	1	.....	.....	36	13	.....	6	160	110	16	2
Prospecting	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	4	3	.....	.....	16	10	1	.....	32	24	.....	.....
Manufacturing	117	89	16	.....	446	391	49	.....	1,363	1,043	85	23	689	455	82	1	24,644	15,929	566	308	36,762	24,884	3,113	825
Foods and Beverages	95	80	12	.....	340	317	45	.....	291	173	31	10	215	132	49	.....	2,232	1,555	100	86	6,684	4,502	628	154
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	95	57	.....	.....	59	42	4	1
Rubber products	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	192	115	14	.....	555	342	49	7
Leather Products	.....	.....	.....	.....	.....	.....	.....	.....	13	6	3	.....	6	4	.....	.....	1,435	874	3	.....	591	407	22	4
Textile Products (except clothing)	1	1	.....	.....	24	20	.....	.....	4	4	.....	.....	6	5	.....	.....	1,974	1,398	20	14	1,335	1,040	73	11
Clothing (textile and fur)	.....	.....	.....	.....	.....	.....	.....	.....	45	25	1	1	30	26	.....	.....	6,406	3,465	35	.....	2,204	1,503	63	10
Wood Products	2	.....	2	.....	54	35	1	.....	84	58	10	.....	145	114	4	.....	1,838	1,293	52	5	2,115	1,534	187	64
Paper Products	2	2	.....	.....	.....	.....	.....	.....	5	4	.....	.....	71	46	.....	.....	1,076	853	18	5	1,530	1,000	256	16
Printing, Publishing and Allied Industries	1	1	.....	.....	11	9	2	.....	39	16	4	.....	19	8	6	.....	708	472	18	1	1,231	763	129	18
Iron and Steel Products	.....	.....	.....	.....	6	6	.....	.....	264	232	11	14	55	32	2	1	2,891	2,185	119	18	7,008	4,771	701	113
Transportation Equipment	5	2	.....	.....	2	1	1	.....	499	450	5	3	54	30	7	.....	1,552	923	71	19	2,944	1,872	179	132
Non-Ferrous Metal Products	.....	.....	.....	.....	.....	.....	.....	.....	8	4	2	.....	25	19	2	.....	886	562	10	84	1,737	1,271	91	28
Electrical Apparatus and Supplies	2	.....	.....	.....	.....	.....	.....	.....	36	18	5	.....	3	2	.....	.....	968	694	20	3	3,763	2,572	95	224
Non-Metallic Mineral Products	.....	.....	.....	.....	3	3	.....	.....	56	35	13	1	30	23	.....	.....	392	277	10	5	1,426	914	233	20
Products of Petroleum and Coal	.....	.....	.....	.....	.....	.....	.....	.....	4	4	.....	.....	.....	.....	.....	.....	103	38	3	.....	191	129	31	4
Chemical Products	5	3	2	.....	.....	.....	.....	.....	8	8	.....	.....	16	4	11	.....	731	429	40	66	1,776	1,055	319	13
Miscellaneous Manufacturing Industries	.....	.....	.....	.....	.....	.....	.....	.....	6	6	.....	.....	14	10	1	.....	1,165	739	33	2	1,613	1,167	53	6

Construction	**789**	**569**	**115**	**4**	**119**	**80**	**26**	**89**	**1,040**	**596**	**116**	**164**	**4,084**	**2,742**	**130**	**243**	**16,333**	**11,892**	**717**	**537**	**24,657**	**18,071**	**2,148**	**1,019**
General Contractors	756	546	114	2	77	54	13	85	784	434	85	149	3,602	2,467	98	242	11,631	8,610	603	418	18,571	13,788	1,498	945
Special Trade Contractors	33	23	1	2	42	26	13	4	256	162	31	15	482	275	32	1	4,702	3,282	114	119	6,086	4,283	650	74
Transportation, Storage and Communication	**14**	**7**	**6**	.....	**71**	**31**	**16**	.....	**246**	**83**	**115**	**6**	**442**	**206**	**83**	**1**	**5,907**	**2,898**	**1,962**	**28**	**6,343**	**3,494**	**1,743**	**132**
Transportation	13	6	6	.....	67	27	16	.....	204	66	103	6	372	151	81	1	5,359	2,633	1,934	27	5,450	3,122	1,458	124
Storage	.....	.....	.....	.....	1	1	.....	.....	15	.....	12	.....	29	25	2	.....	262	151	17	.....	599	234	272	4
Communication	1	1	.....	.....	3	3	.....	.....	27	17	.....	.....	41	30	.....	.....	286	114	11	1	294	138	13	4
Public Utility Operation	.....	.....	.....	.....	**15**	**14**	.....	.....	**35**	**29**	**3**	**164**	**11**	**5**	**3**	.....	**200**	**112**	**2**	**8**	**639**	**446**	**61**	**73**
Trade	**72**	**30**	**19**	.....	**499**	**231**	**155**	.....	**1,490**	**831**	**258**	**7**	**1,179**	**662**	**149**	**1**	**9,713**	**5,497**	**681**	**19**	**18,387**	**10,116**	**3,184**	**75**
Wholesale	26	6	13	.....	214	54	112	.....	602	277	193	2	379	196	94	.....	3,572	2,065	309	7	6,288	3,213	1,627	33
Retail	46	24	6	.....	285	177	43	.....	888	554	65	5	800	466	55	1	6,141	3,432	372	12	12,099	6,903	1,557	42
Finance, Insurance and Real Estate	**16**	**7**	**5**	.....	**24**	**20**	**2**	.....	**186**	**123**	**19**	**1**	**169**	**103**	**31**	.....	**1,131**	**659**	**17**	**2**	**2,492**	**1,349**	**121**	**5**
Service	**614**	**93**	**80**	**1**	**560**	**286**	**142**	**7**	**2,752**	**1,484**	**636**	**84**	**2,291**	**1,082**	**575**	**29**	**21,765**	**10,081**	**4,683**	**151**	**33,172**	**16,468**	**7,829**	**782**
Community or Public Service	20	9	9	.....	53	21	12	1	180	100	20	1	204	109	23	.....	1,490	889	39	3	2,715	1,701	240	75
Government Service	495	61	4	.....	86	67	7	1	863	708	17	76	474	406	15	4	1,535	1,262	51	69	3,873	2,949	269	246
Recreation Service	54	1	53	.....	32	6	20	.....	80	49	17	.....	153	17	98	.....	1,343	195	762	.....	2,109	832	855	36
Business Service	8	7	.....	.....	10	10	.....	.....	120	55	16	5	104	83	9	7	1,698	722	250	4	2,920	1,871	293	64
Personal Service	37	15	14	1	379	182	103	5	1,509	572	566	2	1,356	467	430	18	15,699	7,013	3,581	75	21,555	9,115	6,172	361
Totals	**1,712**	**803**	**241**	**28**	**2,252**	**1,239**	**406**	**96**	**7,923**	**4,493**	**1,248**	**605**	**12,126**	**6,372**	**2,081**	**2,458**	**99,743**	**53,000**	**10,716**	**6,562**	**145,859**	**82,497**	**29,256**	**4,667**
Men	**1,507**	**721**	**238**	**28**	**1,304**	**509**	**264**	**90**	**5,278**	**3,053**	**808**	**573**	**9,349**	**5,217**	**1,266**	**1,983**	**71,367**	**39,281**	**7,323**	**5,802**	**96,226**	**57,901**	**18,439**	**4,090**
Women	**205**	**82**	**3**	.....	**948**	**730**	**142**	**6**	**2,645**	**1,440**	**440**	**32**	**2,777**	**1,155**	**815**	**475**	**28,376**	**13,719**	**3,393**	**760**	**49,633**	**24,596**	**10,817**	**577**

[1] Current and deferred vacancies reported during the period

TABLE D-6.—VACANCIES[1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1 TO SEPTEMBER 30, 1955

SOURCE: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out		Regular	Casual	Transfers out
Agriculture	**893**	**542**	**44**	**134**	**3,987**	**2,273**	**35**	**339**	**3,696**	**2,470**	**46**	**244**	**30,882**	**5,039**	**24,924**	**290**	**67,295**	**17,979**	**38,849**	**9,289**
Forestry	**84**	**55**	.....	**6**	**6**	**2**	.....	.....	**331**	**212**	**45**	**45**	**2,674**	**1,986**	**35**	**76**	**21,487**	**8,657**	**440**	**1,364**
Fishing and Trapping	**3**	**3**	.....	.....	**2**	**2**	.....	.....	**1**	.....	.....	**2**	**17**	**10**	**1**	.....	**39**	**21**	**1**	**3**
Mining, Quarrying and Oil Wells	**231**	**173**	**5**	**38**	**116**	**72**	**7**	**1**	**1,541**	**835**	**48**	**108**	**893**	**590**	**13**	**40**	**4,679**	**2,823**	**118**	**288**
Metal Mining	216	158	5	38	3	2	.....	1	250	156	.....	8	523	348	3	38	2,227	1,318	24	176
Fuels	.....	3	.....	.....	77	51	5	.....	896	475	41	5	49	45	4	.....	1,176	692	60	7
Non-Metal Mining	.....	.....	.....	.....	5	3	.....	.....	28	7	.....	92	264	160	.....	.....	553	385	2	92
Quarrying, Clay and Sand Pits	11	9	.....	.....	4	2	2	.....	14	9	.....	.....	10	5	4	.....	239	153	22	8
Prospecting	4	3	.....	.....	27	14	.....	.....	353	188	7	3	47	32	2	2	484	275	10	5
Manufacturing	**3,658**	**2,127**	**560**	**13**	**869**	**495**	**203**	**4**	**3,275**	**1,876**	**404**	**17**	**11,799**	**9,054**	**531**	**320**	**83,616**	**56,343**	**5,609**	**1,517**
Foods and Beverages	567	356	93	2	278	168	73	.....	566	329	77	.....	3,195	2,746	155	34	14,463	10,358	1,263	286
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	8	1	.....	.....	5	5	.....	.....	168	105	4	1
Rubber Products	9	2	.....	.....	8	8	.....	.....	5	4	.....	.....	18	11	.....	.....	791	482	63	7
Leather Products	92	51	4	.....	1	1	.....	.....	26	12	4	.....	77	47	1	1	2,241	1,402	37	5
Textile Products (except clothing)	82	50	4	1	4	2	.....	.....	36	29	1	.....	98	69	3	.....	3,564	2,618	101	26
Clothing (textile and fur)	813	448	48	.....	33	21	2	.....	96	48	2	.....	222	156	2	.....	9,849	5,692	153	11
Wood Products	441	218	108	.....	62	36	25	.....	461	259	100	7	4,519	3,774	157	76	9,721	7,321	646	152
Paper Products	107	84	11	1	3	2	.....	.....	54	40	.....	.....	429	265	18	4	3,277	2,296	303	26
Printing, Publishing and Allied Industries	195	99	30	1	52	31	8	1	106	51	9	.....	147	78	20	2	2,509	1,528	226	23
Iron and Steel Products	657	386	140	.....	152	54	75	1	574	346	91	.....	1,058	764	82	13	12,665	8,776	1,221	160
Transportation Equipment	203	131	12	7	152	90	5	2	600	293	53	3	586	398	15	12	6,597	4,190	348	178
Non-Ferrous Metal Products	54	44	3	.....	.....	.....	.....	.....	40	15	1	2	785	355	4	163	3,535	2,270	113	277
Electrical Apparatus and Supplies	68	50	3	.....	6	3	.....	.....	75	45	.....	.....	59	42	3	.....	4,980	3,426	126	227
Non-Metallic Mineral Products	94	46	41	.....	35	24	8	.....	412	285	29	.....	269	155	34	9	2,717	1,762	368	35
Products of Petroleum and Coal	70	49	26	.....	62	41	4	.....	41	24	1	.....	133	63	29	.....	604	348	94	4
Chemical Products	119	60	33	1	12	7	3	.....	120	61	28	2	107	85	4	1	2,894	1,712	440	83
Miscellaneous Manufacturing Industries	87	53	4	.....	9	7	.....	.....	55	34	8	3	92	41	4	5	3,041	2,057	103	16
Construction	**2,883**	**2,187**	**137**	**114**	**2,678**	**1,666**	**410**	**28**	**6,053**	**3,873**	**468**	**57**	**7,324**	**4,797**	**482**	**551**	**65,960**	**46,473**	**4,749**	**2,806**
General Contractors	2,143	1,665	85	111	2,084	1,295	296	26	4,590	2,920	290	57	6,117	4,005	356	541	50,355	35,784	3,438	2,576
Special Trade Contractors	740	522	52	3	594	371	114	2	1,463	953	178	.....	1,207	792	126	10	15,605	10,689	1,311	230
Transportation, Storage and Communication	**1,580**	**986**	**161**	**18**	**798**	**435**	**137**	**99**	**2,164**	**1,319**	**297**	**7**	**2,547**	**1,227**	**699**	**10**	**20,112**	**10,686**	**5,219**	**301**
Transportation	1,396	927	71	17	627	358	86	99	1,801	1,146	191	7	2,192	1,019	638	10	17,481	9,455	4,584	291
Storage	139	39	82	.....	110	50	37	.....	235	95	100	.....	233	133	57	.....	1,623	728	579	4
Communication	45	20	8	1	61	27	14	.....	128	78	6	.....	122	75	4	.....	1,008	503	56	6

Public Utility Operation	63	46	3	.....	71	50	4	2	75	42	8	.....	148	85	2	5	1,257	829	86	252
Trade	3,679	1,556	1,298	3	2,255	1,152	628	4	5,290	2,468	1,474	3	8,020	4,740	1,600	23	50,584	27,283	9,446	135
Wholesale	1,868	812	716	1	827	384	326	.....	2,379	973	881	1	3,713	2,768	481	6	19,868	10,748	4,752	50
Retail	1,811	744	582	2	1,428	768	302	4	2,911	1,495	593	2	4,307	1,972	1,119	17	30,716	16,535	4,694	85
Finance, Insurance and Real Estate	430	253	27	.....	266	137	12	.....	707	387	30	.....	808	492	36	6	6,229	3,530	300	14
Service	5,472	1,825	2,224	25	4,613	1,716	1,783	83	10,722	3,447	4,047	43	11,119	6,648	1,893	122	93,080	43,130	23,892	1,327
Community or Public Service	616	255	87	2	443	239	41	69	723	431	48	8	781	473	64	14	7,225	4,227	583	173
Government Service	704	526	38	8	646	475	21	4	1,381	1,071	59	10	2,047	1,794	44	34	12,104	9,319	525	452
Recreation Service	475	66	342	.....	278	45	163	.....	784	73	451	.....	168	92	25	8	5,476	1,376	2,786	44
Business Service	223	113	24	1	739	153	522	8	2,273	290	1,631	4	2,317	1,791	271	34	10,412	5,095	3,016	127
Personal Service	3,454	865	1,733	14	2,507	804	1,036	2	5,561	1,582	1,858	21	5,806	2,498	1,489	32	57,863	23,113	16,982	531
Totals	18,976	9,753	4,459	351	15,661	8,009	3,219	560	33,855	16,929	6,867	526	76,231	34,668	30,216	1,443	411,338	217,754	88,709	17,296
Men	11,866	6,848	2,344	342	11,625	6,017	2,507	416	23,136	12,359	4,762	456	37,778	22,702	7,772	1,239	269,436	154,608	45,723	15,019
Women	7,110	2,905	2,115	9	4,036	1,983	712	144	10,719	4,570	2,105	70	38,453	11,966	22,444	204	144,902	63,146	42,986	2,277

[1]Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of September 1955			
		Number Commencing Benefit	Number of Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	2·3	849	52,281	(238)	175,435
Prince Edward Island	·5	185	12,393	(46)	34,315
Nova Scotia	6·3	2,587	143,906	(3,154)	457,904
New Brunswick	4·7	2,048	105,628	(1,983)	329,846
Quebec	32·2	15,711	864,267	(25,867)	2,517,647
Ontario	42·1	27,561	1,034,428	(23,012)	3,173,477
Manitoba	4·9	2,284	121,817	(3,359)	353,662
Saskatchewan	2·0	841	50,601	(1,357)	145,927
Alberta	4·1	1,516	84,840	(2,407)	260,613
British Columbia	10·1	7,621	235,426	(5,509)	731,242
Total, Canada, September, 1955	109·2	61,203	2,705,587	(66,932)	8,180,068
Total, Canada, August, 1955	110·6	61,386	2,906,901	(74,138)	8,727,318
Total, Canada, September, 1954	158·8†	78,225	3,974,847	(74,121)	12,397,571

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT SEPTEMBER 30, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, INCLUDING DISABILITY CASES*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									Sept. 30, 1954 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73–96	97–120	121 and over	
Newfoundland	2,781	567	233	333	574	382	214	158	320	2,827
Male	2,484	518	214	302	515	353	192	136	254	2,596
Female	297	49	19	31	59	29	22	22	66	231
Prince Edward Island	549	101	60	63	89	78	39	41	78	623
Male	378	69	42	44	66	57	27	23	50	442
Female	171	32	18	19	23	21	12	18	28	181
Nova Scotia	7,208	1,748	684	810	1,130	921	579	404	932	8,599
Male	5,831	1,434	564	662	893	783	469	313	713	7,318
Female	1,377	314	120	148	237	138	110	91	219	1,281
New Brunswick	5,353	1,237	598	667	860	659	413	273	646	7,432
Male	4,077	989	450	529	662	501	298	185	463	5,860
Female	1,276	248	148	138	198	158	115	88	183	1,572
Quebec	40,590	9,556	3,929	4,595	6,245	4,098	3,313	2,450	6,404	56,632
Male	25,836	6,899	2,620	3,054	3,859	2,343	1,802	1,370	3,889	40,069
Female	14,754	2,657	1,309	1,541	2,386	1,755	1,511	1,080	2,515	16,563
Ontario	48,449	12,371	6,863	5,957	6,065	3,959	3,049	2,563	7,622	77,718
Male	32,110	8,857	5,403	4,055	3,486	2,294	1,707	1,505	4,803	58,897
Female	16,339	3,514	1,460	1,902	2,579	1,665	1,342	1,058	2,819	18,821
Manitoba	5,429	1,357	476	701	762	489	311	236	1,097	6,828
Male	3,238	856	297	418	400	260	193	122	692	4,069
Female	2,191	501	179	283	362	229	118	114	405	2,759
Saskatchewan	2,850	819	267	285	390	241	155	141	552	2,747
Male	1,651	529	138	143	199	113	79	74	376	1,712
Female	1,199	290	129	142	191	128	76	67	176	1,035
Alberta	4,213	1,252	354	418	562	352	276	234	765	6,589
Male	2,547	811	190	223	293	190	151	153	536	4,472
Female	1,666	441	164	195	269	162	125	81	229	2,117
British Columbia	12,896	3,446	1,407	1,694	1,647	1,239	773	574	2,116	17,750
Male	8,264	2,424	964	1,087	959	692	422	313	1,403	12,980
Female	4,632	1,022	443	607	688	547	351	261	713	4,770
CANADA	130,318	32,454	14,871	15,523	18,324	12,418	9,122	7,074	20,532	187,745
MALE	86,416	23,386	10,882	10,517	11,332	7,586	5,340	4,194	13,179	138,415
FEMALE	43,902	9,068	3,989	5,006	6,992	4,832	3,782	2,880	7,353	49,330

*Disability cases: September 30, 1955: 2,219 (1,477 males and 742 females)
September 30, 1954: 2,643 (1,808 males and 835 females)

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER 1955

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,148	830	318	1,130	742	388	491
Prince Edward Island	258	159	99	261	196	65	77
Nova Scotia	4,287	2,316	1,971	4,148	3,170	978	1,238
New Brunswick	2,951	1,835	1,116	2,933	2,235	698	730
Quebec	23,949	14,400	9,549	23,115	17,455	5,660	6,698
Ontario	36,084	22,329	3,755	37,690	30,899	6,791	6,791
Manitoba	3,509	2,182	1,327	3,406	2,551	855	647
Saskatchewan	1,645	1,126	519	1,328	980	348	522
Alberta	2,910	1,796	1,114	2,499	1,802	697	909
British Columbia	10,821	5,492	5,329	10,648	8,526	2,122	2,013
Total Canada, September 1955	87,562*	52,465	35,097	87,158†	68,556	18,602	20,116
Total Canada, August 1955	88,627	49,283	39,344	93,448	70,464	22,984	19,712
Total Canada, September 1954	109,548	60,439	49,109	110,207	90,798	19,409	25,546

* In addition, revised claims received numbered 13,451. †In addition, 13,683 revised claims were disposed of. Of these, 834 were special requests not granted, and 714 were appeals by claimants. There were 1,806 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—August	3,232,000	3,043,100	188,900
September	3,250,000	3,058,700	191,300
October	3,257,000	3,069,300	187,700
November	3,249,000	3,039,900	209,100
December	3,310,000	3,035,500	274,500
1955—January	3,393,000	2,961,200	431,800†
February	3,409,000	2,865,600	543,400†
March	3,435,000	2,856,400	578,600†
April	3,427,000	2,863,700	563,300†
May	3,224,000	2,905,500	318,500
June	3,222,000	3,012,300	209,700
July	3,268,000	3,110,900	157,100
August	3,281,000	3,141,000	140,000

*Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—Year	116·5	116·8	120·2	111·8	116·2	116·0
1953—Year	115·5	112·6	123·6	110·1	117·0	115·8
1954—August	117·0	114·4	127·0	109·6	117·2	117·7
September	116·8	113·8	127·2	109·5	117·2	117·6
October	116·8	113·8	127·4	108·4	117·3	
November	116·8	113·4	127·9	108·2	117·2	118·2
December	116·6	112·6	128·2	108·1	117·1	118·2
1955—January	116·4	112·1	128·4	108·1	117·1	118·2
February	116·3	111·5	128·5	108·1	117·1	118·3
March	116·0	110·7	128·6	108·0	117·0	118·3
April	116·1	111·0	128·7	107·9	116·9	118·2
May	116·4	112·3	128·8	107·9	116·4	118·3
June	115·9	111·0	129·2	107·8	116·1	117·8
July	116·0	111·5	129·6	107·8	115·8	117·7
August	116·4	112·4	129·8	107·8	115·8	118·0
September	116·8	113·7	130·0	107·8	115·9	117·9
October	116·9	113·5	130·2	107·8	116·1	118·1
November	116·9	113·0	130·6	107·9	116·5	118·3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

——	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Oct. 1st, 1954	Sept. 1st, 1955	Oct. 1st, 1955					
(1) St. John's, Nfld.	103·0	105·1	104·8	101·3	109·7	100·3	103·3	110·9
Halifax	114·6	115·2	114·9	106·5	124·9	114·6	119·6	119·1
Saint John	117·6	118·1	117·8	112·0	126·7	116·1	117·0	124·0
Montreal	117·0	117·1	117·0	114·9	136·0	107·0	114·5	116·8
Ottawa	117·3	117·5	117·7	112·0	134·7	111·1	116·0	120·2
Toronto	118·9	119·2	119·4	112·8	147·7	110·0	114·4	118·4
Winnipeg	115·5	116·5	116·6	112·8	126·6	112·4	114·1	119·4
Saskatoon—Regina	115·2	115·4	115·5	114·2	118·1	114·4	116·9	114·5
Edmonton—Calgary	115·6	115·2	115·2	112·3	121·1	112·5	115·7	117·6
Vancouver	118·6	118·1	118·5	114·8	127·6	112·5	123·9	119·6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER 1954, 1955‡

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January	16†	16	11,106†	11,106	218,145	0·26
February	4	11	90	2,587	20,055	0·02
March	7	11	1,778	1,956	13,971	0·02
April	16	22	1,821	2,683	25,912	0·03
May	9	17	2,237	3,200	40,550	0·05
June	21	29	4,510	5,664	47,355	0·06
July	19	32	7,869	10,913	96,335	0·12
August	14	25	2,494	6,442	92,525	0·11
September	16	32	17,957	22,547	212,400	0·25
October	11	21	4,737	23,368	378,760	0·45
Cumulative totals	133		54,599		1,146,008	0·14
1954						
January	26†	26	10,644†	10,644	157,074	0·19
February	8	20	779	4,686	52,250	0·06
March	12	18	1,184	1,799	14,625	0·02
April	24	34	1,651	2,297	25,081	0·03
May	8	22	2,062	3,400	31,810	0·04
June	20	32	9,502	10,192	86,715	0·10
July	16	30	4,461	6,658	54,146	0·06
August	8	20	1,207	3,959	48,210	0·06
September	14	21	8,597	9,815	127,582	0·15
October	21	30	17,965	26,279	310,003	0·37
Cumulative totals	157		58,052		907,496	0·11

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, 1955 [1]

Industry, Occupation, Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to October 1955					
LOGGING—					
Fallers and buckers, Campbell River, B.C.	1	24	335	Sep. 23	For scale differential under certain conditions; concluded October 21; negotiations; in favour of employer.
MANUFACTURING—					
Printing and Publishing—					
Newspaper printing plant workers, Montreal, Que.	1	37	500	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products—					
Furniture factory workers, Meaford, Ont.	1	71	1,400	Sep. 21	For a new agreement providing for increased wages and starting rates, extension of vacation plan and pay for additional statutory holiday, following reference to conciliation board; unconcluded.
Metal Products—					
Aircraft factory workers, Downsview (Toronto), Ont.	1	1,940	38,000	July 11	For a new agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
Structural steel fabricators, Sault Ste. Marie, Ont.	1	[3] 135	2,700	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	13,800	276,000	Sep. 19	For a new agreement providing for increased wages, term of agreement, form of guaranteed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; unconcluded.
Wire and cable factory workers, Toronto, Ont.	1	1,349	26,900	Sep. 30	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Plumbers and apprentices, St. John's, Nfld.	12	100	1,050	Sep. 29	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay; concluded October 15; negotiations; in favour of workers.
Miscellaneous—					
Truck drivers, labourers and heavy duty machine operators, Montreal, Que.	4	1,150	14,000	Sep. 28	For a closed shop union agreement with increased wages; concluded October 17; return of workers pending reference to Quebec Labour Relations Board *re* certification, and further negotiations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, 1955 [1]

Industry, Occupation, Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars [2]
	Establishments	Workers			
Strikes and Lockouts in Progress Prior to October 1955—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES—					
Miscellaneous—					
Radio station employees, Ottawa, Ont.	1	25	475	Aug. 26	For a new agreement providing for increased wages, job classification and union security, following reference to conciliation board; concluded October 22; conciliation, federal, and negotiations; in favour of workers.
Strikes and Lockouts Commencing During October 1955					
LOGGING—					
Loggers, Gordon River and Meade Creek, B.C.	2	291	1,000	Oct. 18 and 20	For a new agreement providing for increased wages for fallers; concluded October 21; return of workers pending further negotiations; indefinite.
MINING—					
Gold and copper miners, Noranda, Que.	1	65	325	Oct. 19	For a union agreement providing for increased wages and reduced hours from 48 to 44 per week with same take-home pay; concluded October 25; return of workers pending further negotiations; indefinite.
MANUFACTURING—					
Tobacco and Liquors—					
Brewery workers, Southwestern Ontario.	8	1,386	3,930	Oct. 18	For a new agreement providing for increased wages, standard work-week for all with same take-home pay, fringe benefits and other changes, following reference to conciliation board; concluded October 24; negotiations; compromise.
Rubber and Its Products—					
Tire and pillow-foam factory workers, Port Whitby, Ont.	2	400	950	Oct. 5	Protesting order forbidding smoking except at two rest periods per shift; concluded October 7; return of workers pending negotiations; in favour of employers.
Miscellaneous Wood Products—					
Veneer and hardwood flooring factory workers, Woodstock, Ont.	1	154	400	Oct. 26	Grievance against foreman in veneer department; unconcluded.
Metal Products—					
Motor truck factory office workers, Chatham, Ont.	1	[4] 173	1,380	Oct. 20	For a new agreement providing for increased wages and time-and-one-half for overtime, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, 1955 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars (2)
	Establishments	Workers			
Strikes and Lockouts Commencing During October 1955—Concluded					
Structural steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	1,765	Oct. 26	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues and fringe benefits, pending report of conciliaion boards; unconcluded.
Washing machine and boiler factory workers, Toronto, Ont.	1	1,160	700	Oct. 31	Protesting dismissal of a shop steward for being absent without leave; unconcluded.
Non-Metallic Minerals, Chemicals, etc.—					
Fibrous glass factory workers, Sarnia, Ont.	1	336	5,700	Oct. 6	For a new one-year agreement providing for increased wages seniority, fringe benefits and extension of pension and welfare plans, following reference to conciliation board; unconcluded.
Chemical factory workers, Palo, Sask.	1	27	190	Oct. 22	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Water—					
Seamen, Saint John, N.B.	1	53	1,060	Oct. 1	For a new agreement providing for increased wages and overtime rates, following reference to conciliation board; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 535 indirectly affected.

(Continued from page 1361)

of industrial disputes—the disputes we never read about—are settled directly by the parties involved without strike action.

Through the agreements negotiated in the past year, Canadian workers have continued to improve their working conditions through wage increases, shorter hours, longer vacations, additional statutory holidays and various other fringe benefits.

Aside from usual seasonal variations, the employment outlook for 1956 has many elements of strength.

Agricultural income is down but most other primary industries show few signs of weakness. The strengthening of the construction, manufacturing and transportation industries has stimulated production in a wide variety of other manufacturing and service industries.

Another indication of strength for some months to come is the limited accumulation of business inventories over the past year. Not the least encouraging indication is the continuing confidence of business and investors in our future, and there is every reason to believe that employment generally will be higher this winter than it was last winter.

This does not mean that there will be no seasonal unemployment. This winter, as in every winter in the past, we are having a decline in employment during the cold months.

It is not likely that seasonal unemployment can ever be entirely eliminated in our cold northern climate. However, during the past year a concentrated effort was begun aimed at reducing seasonal unemployment in this country—an effort in which employer groups, organized labour and governments at all levels are co-operating.

It is now the policy of the federal Government to do everything possible to arrange regular government contracts and undertakings so that they will have the maximum effect employment-wise during the winter months, and a Cabinet directive to this effect was sent to government departments and appropriate government agencies last summer. As a result, an increased number of contracts for new construction, maintenance and repairs now require work on them to be carried out during the winter months. The procurement of materials and supplies, in some cases, has also been timed with the same object in view. Provincial and municipal governments are taking steps along the same line.

Last winter national publicity and educational efforts were undertaken to support activities in local communities where it was realized most of the promotional work to increase winter employment opportunities must be done.

Encouraged by what in most instances were experimental efforts last year, the federal Department of Labour and the National Employment Service are increasing their support to local efforts this winter. Local Employment Advisory Committees and local National Employment Service offices together with provincial and municipal bodies, employers and others interested, are combining in many areas to increase the local level of employment.

Inside renovation, decoration, maintenance and general clean-up can be increased in homes, offices and plants this winter if active publicity is given to the idea of doing this work during the winter months. The efforts of our various governments must necessarily be limited, and what will be done must be considered only as an initial impetus to what is hoped will be broad support by business and industry to educate all Canadians not to put off until spring what can be done in the winter, not forgetting that business and industry are themselves large consumers of goods and services.

"Why Wait for Spring . . . Do It Now" is the slogan adopted by those organizing this winter's seasonal employment campaign. Let us all keep this thought in mind during the next three of four months.

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Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9·9, 11·9 or 13·9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5·9 or 6·9 per cent, but less than 10·0, 12·0 or 14·0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1·9 or 2·4 per cent, but less than 6·0 or 7·0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2·0 or 2·5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 1125.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roverval and St. Joseph d'Alma; Gaspé District includes Causapscal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 109 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.



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